

Leander Independent School District
District Improvement Plan
2018-2019 Goals/Performance Objectives



Vision

Engage, Inspire, Achieve for lifelong success.

Value Statement

Leander ISD 10 Ethical Principals

Honesty - telling the truth

Integrity - doing the right thing

Promise-keeping - doing what you say you are going to do

Loyalty - supporting someone or something

Concern for Others - caring for and helping others

Law-abidance/Civic Duty - obeying rules and laws/making the world a better place

Respect for Others - being polite and kind to everyone and everything

Fairness - treating everyone equally

Pursuit of Excellence - doing everything the best you can; looking for ways to improve

Accountability - taking responsibility for your actions, and taking pride in what you do
right

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District Improvement Plan Performance Objectives

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percentage of students meeting or exceeding progress as measured by TEA progress measure for STAAR in Reading and Math by 3%.

Performance Objective 2: Narrow the achievement gap between students who economically disadvantaged and students who are non-economically disadvantaged as measured by the STAAR assessments by at least 2%.

Performance Objective 3: Increase by 2% students reading on or above grade level in grades K through 8.

Performance Objective 4: Increase the percentage of students scoring at the masters level on STAAR across all grades and content tested by 3%.

Performance Objective 5: Increase the percentage of distinctions earned by LISD campuses by 5%.

Performance Objective 6: Increase the performance level of all students on 4th and 7th grade STAAR writing across the district.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Improve student college, career and military readiness indicators.

Performance Objective 2: Improve participation and performance of our students in AP/IB courses, Dual Credit courses and/or Dual Enrollment.

Performance Objective 3: 100% of all students in Grades 9-12 will have a post-secondary plan.

Goal 3: Inspire the whole child.

Performance Objective 1: Increase the percentage of students participating in student-led or school sponsored activity including school sponsored clubs and activities.

Performance Objective 2: Increase district attendance rate from 96.1 in 2017-2018 to 96.3 in 2018-2019, continue to focus on reaching a 0% dropout rate and improve graduation rates by 1%.

Performance Objective 3: Decrease the percent of student receiving at least one discipline infractions by 4% as compared to the 2017-2018 school year and provide conflict resolution training for teachers and students.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Align the cognitive demand and relevance of student activities according to expectations in TEKS.

Performance Objective 2: Increase the percentage of students completing one or more programs of study. (Advanced Academics; Computer Science;

Business, Finance & Marketing; Performing Arts; Visual Arts; World Languages).

Performance Objective 3: Promote the use of authentic learning tasks by expanding the availability and quality of digital content and resources for all learners.

Performance Objective 4: Apply for and receive the nationally recognized Trusted Learning Environment Seal (TLE) from the Consortium of School Networking (COSN).

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Develop and implement targeted training programs to increase leadership capacity/effectiveness.

Performance Objective 2: Develop and implement targeted training programs to increase teacher capacity/effectiveness.

Performance Objective 3: Ensure all staff are trained and knowledgeable in rules, laws, policies and procedures for ethical practice and legal obligations.

Performance Objective 4: Maintain and enhance a competitive and purposeful total rewards system that supports LISD strategic staffing goals.

Performance Objective 5: Implement and support high functioning Professional Learning Community Collaborative Teams at all levels of the organization.

Goal 6: Manage district resources effectively.

Performance Objective 1: Develop and manage a conservative operating budget that reflects the objectives of the District Improvement Plan (DIP), while providing a forecast which is close to actual.

Performance Objective 2: Maintain an underlying bond rating from a bond rating agency.

Performance Objective 3: Provide funding for facilities and program needs by issuance of voter-authorized debt.

Performance Objective 4: Maintain an appropriate fund balance for general and debt service funds.

Akin Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percentage of students who meet or exceed Texas Education Agency (TEA) Academic Growth progress measure for STAAR in Reading and Math by 2%. (Baseline from TEA Accountability Report: Reading 69%, Math 73%)

Performance Objective 2: Increase the percentage of students achieving "Approaches" level on STAAR Writing from 78% to 80%.

Goal 2: Prepare each student for College and Career Success

Performance Objective 1: Increase by 2% of the Boy/Eoy Baseline using Istation for k-3 students reading at/or above grade level. (Current data 87%)

Performance Objective 2: Increase the percentage of students achieving "Masters" level on STAAR Reading and Math. (Baseline Reading 39%, Math 31%)

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Implement a district-wide social emotional curriculum in every grade level classroom at Akin Elementary. (90% of classroom visits will indicate the use of Second Step curriculum)

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Increase by 2 percent the alignment of the cognitive demand and relevance of student activities and learning targets according to expectations in TEKS. (Increase from 86% to 88%)

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Develop and implement targeted training programs to increase leadership capacity and effectiveness using PLC as the foundation.

Bagdad Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase percent of students reading on or above grade level in grades K through 5th by 5%.

Performance Objective 2: Increase the percentage of students that approach standard on STAAR reading and math by 5% (including special education students, economically disadvantaged students, African American students and 2 or more races.)

Performance Objective 3: Increase percent of students meeting or exceeding approaches grade level standard as measured by STAAR Writing by 10% combined English and Spanish.

Performance Objective 4: Increase students' progress measure on STAAR reading and math by 10%.

Performance Objective 5: Increase the percentage of students meeting the approaches grade level standard as measured by STAAR science by 5% combined English and Spanish.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: We will increase the percentage of students scoring at the meets level on STAAR across all grades and content tested by 10%. Evaluation Data Source(s) :STAAR

2018 Reading 44% (combined 3rd-5th)

2018 Math 32% (combined 3rd-5th)

2018 Writing 21%

2018 Science 26%

Performance Objective 2: We will increase the percentage of students scoring at the masters level on STAAR across all grades and content tested by 5%.

Goal 3: Inspire the whole child.

Performance Objective 1: Increase the percentage of students participating in school sponsored activities by offering more after school enrichment clubs.

Performance Objective 2: Decrease the number of student infractions by 25% as compared to the 2017-18 school year.

Performance Objective 3: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Ensure student learning experiences are aligned to the expectations in TEKS and the LISD Curriculum Documents.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Follow PLC commitments with teams to unpack TEKS for each EUS, write common assessments, analyze data, and plan for student intervention/challenge.

Block House Creek Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percentage of students meeting or exceeding progress as measured by STAAR in Reading and Math combined by 2% (specifically addressing: 2 or more races student group). (Reading 73% Math 74% == 74% combined average 2018)

Performance Objective 2: Maintain a <5% achievement gap Reading and Math combined between students who are economically disadvantaged and students who are not economically disadvantaged as measured by STAAR . (Reading gap 0% Math gap 1% == 1% combined average 2018)

Goal 2: Prepare each student for college and career success.

Performance Objective 1: At least 80% of students K-5 will show at least a years growth from BOY to EOY reading levels as measured by EOY ERI.
(baseline 2018)

Performance Objective 2: At least 37% of students will meet "Masters" level on STAAR in Reading and Math combined (Reading 35% Math 34% == 35% combined average 2018)

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Increase the percentage of students participating in campus led enrichment activities. (2018 baseline data)

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Align the cognitive demand and relevance of student activities according to expectations in TEKS. (98% 2018)

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Increase the percentage of staff participating in PLC collaborative structures focused on student expectations. (62% 2018)

Camacho Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percentage of students performing at the Meets level in reading and math in all grade levels by 5% as measured by STAAR reports (by grade level, all students).

Performance Objective 2: Increase the percentage of students that meet or exceed expected progress in reading and math by 5% as measured by TEA's progress measure for STAAR.

Performance Objective 3: Increase the percentage of students in each student group to meet the expected target reach the Meets Grade Level proficiency level on STAAR in Reading and Math (including All Students, African American, Hispanic, White, and Two or More Races) as measured by TEA's Closing the Gaps (Domain 3).

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase the percentage of students performing at Masters level in reading and math in each grade level by 3% as measured by STAAR.

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Decrease the amount of office referrals by 10% each month.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Increase the percentage of students that feel their classroom activities keep them actively engaged.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Increase the amount of teachers that feel they have adequate resources and equipment to do their job from 381 to 400 based on the teacher survey.

Canyon Ridge Middle School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: By the end of the 2018-2019 school year, the percentage of students meeting or exceeding expected or accelerated levels of growth in all STAAR tested subjects, in all grade levels, will increase by 3%.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: The percentage of students that meet grade level performance expectations (meets/masters) on all STAAR assessments, in all grades, will increase by 3%.

Goal 3: Inspire the whole child.

Performance Objective 1: In the 2018-2019 school year, CRMS will continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: On the student survey, 70% of students will respond "agree" or "strongly agree" to the question, "My teachers show me how lessons relate to life outside of the classroom."

Goal 4: Engage every student in relevant learning.

Performance Objective 1: By the end of 2018-2019 school year, the percentage of CRMS students that respond "agree" or "strongly agree" to the question "Classroom activities keep me actively engaged in my learning," will increase by 5%.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: 90% of CRMS teachers will earn a summative LEADS rating of proficient or better on Rubrics 1.4 (Activities) and 2.4 (Differentiation).

Performance Objective 2: Based on the UT Engagement Survey, teachers will respond "agree" or "Strongly agree" to the question, "learning opportunities/staff development is made available to me so that I can do my job better," will increase by 3%.

Cedar Park High School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Demonstrate at least a 10% increase in student academic growth in Math (Algebra 1), and Reading (ELA II) based on STAAR performance and TEA "Academic Growth" score.

2018 ELA/ Reading and math raw score = 62% (of possible growth points)

2019 goal = 72%

Performance Objective 2: Narrow the achievement gap by at least 2% between economically disadvantaged students and all students as measured by STAAR achievement.

2018 STAAR tests - percent of students at approaches grade level or above:

All subjects - All students = 92% Eco Dis = 82%

Goal 2: Prepare each student for college and career success.

Performance Objective 1: 100% of students grade 9-12 be able to identify and articulate a post-secondary plan.

Performance Objective 2: Increase the overall percentage of students taking Pre-Advanced Placement and Advanced Placement courses.

[2018 Pre AP/ AP] 9th- 73%, 10th- 71%, 11th- 66%, 12th- 57%

Goal 3: Inspire the whole child.

Performance Objective 1: By the end of the 2019 school year, the campus average daily attendance will meet or exceed the current TEA Designation Distinction quartile 1 threshold standard of 96.3%

Goal 4: Engage every student in relevant learning.

Performance Objective 1: 100% of CPHS teachers will achieve a proficient rating or higher on the LEADS rubric Instructional Domain - Dimension 2.2: Content Knowledge and Expertise

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Teachers will meet with collaborative teams at least one time per week and will focus efforts on student learning as evidenced by discussions related to student performance data. At least 50% of team meetings will include analysis of student data. Baseline from PLC observation tool in September 2018 = 30% 6 out of 20

Cedar Park Middle School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase overall student performance at the "meets" standard in STAAR reading and math tests by 2%.
2018-19 results (averaged across grade levels) for meets/masters - R-70/45, M-70/34

Performance Objective 2: Increase the percentage of students receiving special education services who reach the "meets" standard on STAAR by 2%.
2018-19 SPED results -(averaged across grade levels) for meets - R-21%, M-23%

Performance Objective 3: Provide learning opportunities and staff development for teachers to better do their job with working with a diverse population. Raise the score on our teacher survey on item 37 from 85% to 87%.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase the overall performance of students scoring at the "masters" level of STAAR reading and math by 2%.

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Increase student participation in extra and co-curricular activities. 2017-18 - 81% participated in extra or co-curricular.
2018-19 projection is 86%

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Teachers will increase the percent of "I can share" on the PLC reflection tool to 47% in using multiple common assessments to monitor the learning of each student on the essential outcomes.

Performance Objective 2: Teachers will increase the use of the 4-C's during classroom instruction as measured by the Bright Bytes data moving CPMS from emerging to proficient in the teacher use of the 4-C reporting category.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Campus Professional Learning Communities will have at least 2 "Collaborative Common Assessments" per unit to monitor student success..

Cox Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase overall approaches and meets level in Reading from 90% to 93% Approaches, Meets from 69% to 73%. Increase overall Approaches, Meets and Masters level in Math from 91% to 94% Approaches, 67% to 70% Meets and from 45% to 48 % Masters . Increase overall Approaches, Meets and Masters level in Writing 73% to 76% Approaches, 53% Meets to 56%, and from 18% to 21% Masters. Increase overall Approaches, Meets and Masters level in Science from 97% Approaches to 100%, 74% to 77% Meets, and 40% to 43% Masters.

Performance Objective 2: Increase overall Approaches and Meets percentages in economically disadvantaged students on Reading and Math STAAR by 5% points. Reading Approaches from 85% to 90%, Meets from 54% to 59%. Math from 78% to 83%, Meets from 50% to 55%.

Performance Objective 3: Increase the percentage of all special education students reaching Approaches on STAAR or Satisfactory on STAAR ALT2 in all subjects by 4% .

Performance Objective 4: Increase the percentage of students making at least one years worth of growth in reading as measured by district reading instrument.

Performance Objective 5: Increase the percentage of students meeting or exceeding growth expectations as measured by the STAAR Progress Measure from 83% to 85% in Math and from 75% to 78% in Reading.

Performance Objective 6: Increase Writing Approaches from 72% to 75%, Meets from 52% to 55% and Masters from 17% to 20%

Performance Objective 7: Increase academic achievement and growth for all student groups while closely monitoring specific groups for gains and/or decreases (Addressing the Additional Targets of African American and Asian).

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase the percentage of students scoring at the Approaches, Meets and Masters grade level standard on STAAR (all subject/all tests combined measure) from 89% to 93% approaches, and 67% 72% meets and 41% to 46% masters

Performance Objective 2: Increase overall Masters level performance in Reading from 46% to 50%. Increase overall Masters level performance in Math from 45% to 50% . Increase Masters level performance in Writing to 23%. Increase Masters level performance in Science from 40% to 43%.

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Implement the Second Step program to support the social-emotional skills for all students.

Performance Objective 3: Increase extra curricular activities to provide greater opportunities for student enrichment. (current activities include student council, No Place for Hate, Library Club, Science Fair, Culture Fair, Bluebonnet Reading, Spelling Bee, Destination Imagination teams, math pentathlon, choir, theater group)

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Increase the percentage of strongly agree or agree student survey responses regarding students feeling actively engaged in class learning activities on a regular basis.

Performance Objective 2: Increase the percentage of strongly agree or agree student survey responses regarding students feeling challenged in their classroom

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Cox Elementary will maintain highly effective professional learning communities focused on individual student progress.

Performance Objective 2: Provide targeted staff development focused on student achievement based on the needs of each collaborative team.

Cypress Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: An average of 90% or more of Cypress students will read on or above grade level by the end of the 18-19 school year. (17-18 average 87%)

Performance Objective 2: Cypress will increase math scores 3rd-5th in the Approaches, Meets, and Masters on the 18-19 Math STAAR test to meet state target of 90% at Approaches, 60% at Meets and 30% at Masters. (3-5 combined for 17-18- 89% approaches, 58% meets, and 29% masters)

Goal 2: Prepare each student for college and career success.

Performance Objective 1: We will increase the percentage of students scoring at the masters level on STAAR, across all grades and content tested by 3% (2018 29%).

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: The campus will engage in at least 3 anti-bullying lessons and/or activities per semester to continue growing a culture of kindness and increase a feeling of safety and acceptance at Cypress.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Align the cognitive demand and relevance of student activities according to expectations in TEKS. Baseline year. Target 90%

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Increase the percentage of staff participating in PLC collaborative structures focused on student expectations. 2017-2018 PLC meetings were attended by some grade levels. All were lead by IC.

Performance Objective 2: Based on the 2018-2019 employee engagement survey, the levels of employee engagement will be equal to or greater than the district as a whole. (2018 Baseline- 0%, 20%, 44,% and 37%).

Deer Creek Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: We will increase the percentage of 5th grade students meeting or exceeding expected progress by 4% using the 2018 4th grade TEA progress measure for STAAR in Reading and Math.

Performance Objective 2: We will increase the percentage of 4th grade students achieving at least "Approaches" on the STAAR Writing test by 3%. (89% Accountability Group in 2017.18)

Goal 2: Prepare each student for college and career success.

Performance Objective 1: We will increase the percentage of students scoring "Masters" on the 4th and 5th grade STAAR Reading and STAAR Math by 3%.

Performance Objective 2: Increase percentage of students at each grade level reading at or above grade level by 3% as measured by Istation by end of the 2018-2019 school year.

Goal 3: Inspire the whole child.

Performance Objective 1: We will increase the percentage of students who Strongly Agree or Agree that threatening and bullying is not a problem to 74% as measured by the Campus Climate Survey. (66% on the 2017-2018 survey)

Performance Objective 2: We will continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: To improve response to data indicated needs, we will refine our PLC processes to increase teacher comfort and capacity as measured by a campus teacher PLC survey. (Baseline: Implementing)

Performance Objective 2: Through PLCs, we will increase teacher agreement that we "use student performance data to improve the quality of our work to assist each other in building on strengths and addressing weaknesses as part of an ongoing process of continuous improvement designed to help students by achieve at higher levels" by 10% on the end of year Survey of Employment Engagement. (2017.18 72% agreement)

Performance Objective 3: We will increase "student use of the 4Cs" from "emerging" (2017.18) to "proficient" on the 2018.19 Bright Bytes survey.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Based on the 2017-2018 employee engagement survey, the percent of teachers responding "agree" or "strongly agree" to "The people I work with treat each other with respect" (72%); "I trust the people in my workplace" (72%); and "My work atmosphere encourages open and honest communication" (69%) will increase by 10%.

Performance Objective 2: We will increase the percentage of parents who Strongly Agree and Agree that instructional resources provided are effective in helping my child master the curriculum to 85% as measured by Campus Climate Survey (78% in 2017-2018).

Faubion Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the overall percentage of students meeting or exceeding grade level expectations by 3% in Reading, Math and Science as measured by STAAR Meets and Masters level per state reporting.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase the percentage of students reading on or above grade level from beginning of the year to end of the year in kindergarten through 5th grade by 5% by June 2019.

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: 80% of classroom observations and walk throughs will indicate an alignment to the cognitive demand of student tasks and products to the learning objectives.

Performance Objective 2: Parents will have the opportunity to learn about the bullying definition and investigative process.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Increase the teacher knowledge and understanding of Question 4 of the Critical Questions for PLCs as measured by a 3% increase in Meets and Masters STAAR performance in Reading and Math grades 3-5.

Four Points Middle School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase academic performance of Mastery by 3-4 percent in all academic performance areas: 6R: 3%, 6M: 3%, 7R: 4%, 7M: 3%, 8R: 4%, 8M: 3%

Performance Objective 2: Increase the Approaches level of Special Education performance in Math and Reading STAAR 2%-3% across all grade levels.

Goal 2: Prepare students for high school and post-secondary readiness.

Performance Objective 1: Increase the percentage of students meeting CCR standards by 3%.

Performance Objective 2: Increase performance for 8th grade PSAT composite score to 20% or more of students performing at or above the 80% (or 1120 composite score).

Goal 3: Inspire the whole child.

Performance Objective 1: Address the social-emotional needs of all students and create a thriving culture of inclusiveness and sense of belonging for all through student lead clubs and organizations, increase in extracurricular activities, embedded culture activities through Flight Time.

Performance Objective 2: Ensure that each student identified in INOVA data as a struggling learner (A3, A5, A7) has a specific intervention plan.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Increase the number of students who are engaged in and find relevance in their learning. Goals:

- 1) Roughly 70% Agree or Strongly Agree (My teachers show me how our lessons relate to life outside of school.)
- 2) Just below 90% Agree or Strongly Agree (Classroom activities keep me actively engaged in my learning.)

Performance Objective 2: Create structured Professional Development that are in alignment with our holistic district and campus vision for teaching and learning through curriculum, assessment, and instructional practices.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Implement rigorous and aligned common assessment in all core content courses, do frequent data dives through Extended Growth Opportunities (EGO's) and target mission critical goals for Faculty meetings that align to our vision for student success.

Performance Objective 2: Produce a dynamic learning experience and environment that acknowledges and celebrates our academics, extra-curricular, and volunteerism accomplishments.

Performance Objective 3: Retain and continue to develop teachers at and above the proficient performance level of LEADS.

Giddens Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percentage of all students meeting APPROACHES level by 3% in writing, specifically addressing student groups:

All Students (currently 51%), and
Hispanic Students (currently 33%), and
Economically Disadvantaged Students (currently 20%)

Performance Objective 2: Increase the percentage of all students meeting APPROACHES level by 3% in Math specifically addressing:

Special Education Students (currently 52%), and
Economically Disadvantaged Students (currently 57%)

Performance Objective 3: Increase the percentage of all students meeting APPROACHES level by 3% in Science specifically addressing:

Hispanic Students (currently 47%), and
Economically Disadvantaged Students (currently 45%)

Performance Objective 4: Increase the percentage of indicators met on Domain 3 (closing achievement gaps) that meet or exceed the targets by 3% specifically addressing:

African American Students (0% out of 13%)
Two or More Races Students (0% out of 13%)
Economically Disadvantaged Students (0% out of 13%)

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase percentage at Meets Grade Level Standard or Above and MASTERS level in ELA/Reading for All Students by 5%

Performance Objective 2: Increase the percentage of students meeting APPROACHES level by 3% in Reading for all students specifically addressing:
Special Education Students (currently 49%)

Performance Objective 3: Increase the percentage of "Growth Points Earned" by 3% (Currently 226)

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Reduce the number of office referral infractions by 10%. For the previous school year there were 265 infractions.

Performance Objective 3: Become a No Place for Hate Campus and earn the No Place for Hate designation.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Increase the percentage of students who respond "Strongly Agree" or "Agree" by 5% to the question on the student survey: "Classroom activities keep me challenged in my learning." (Currently at 78%)

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Develop and implement specific strategies utilizing the PLC structures and processes.

Performance Objective 2: Increase percentage of 4th and 5th grade students who meet or exceed the TEA progress measure in Reading and Math by 3%

Glenn High School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: 80% of students will "approach grade level" or higher in English I, English II, and 85% in Algebra I STAAR EOC

Performance Objective 2: 25% increase in ELL and SPED students who "approach grade level" or higher in English I, English II, and Algebra I STAAR EOC.

Performance Objective 3: Increase English 1, English 2, and Algebra I Approaches rate for the following student populations:

White from 69% to 80% in English I and from 79% to 80% in English II; from 79% to 85% in Algebra I.

Asian from 75% to 80% in English I and from 60% to 80% in English II; from 50% to 85% in Algebra I.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: 70% of current 12th grade students will meet TSI by the end of the year.

Performance Objective 2: Increase the percent of students taking the AP exam for any AP course in which they are enrolled, while increasing the percent of AP exams that earn a 3 or higher.

Goal 3: Inspire the whole child.

Performance Objective 1: The percent of students with a discipline infraction will remain below 20% for each grade.

Performance Objective 2: Increase overall attendance rate from 95.1% to 95.5%.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: 80% of teachers will score "proficient" or "accomplished" on LEADS self assessment instrument for Dimension 1:2: Data and Assessment.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: 80% of teachers will self assess as performing at "proficient" or "accomplished" on LEADS self assessment instrument for Dimension 2.4: Differentiation.

Grandview Hills Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percentage of students approaching grade level on STAAR in Reading, Math, Writing, and Science by 4%.

Performance Objective 2: Maintain the achievement gap between Economically Disadvantaged students and non-economically disadvantaged students as measured by the STAAR in all academic areas - Reading, Math, Writing and Science.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase overall student attendance to at least 97% for the 2018-19 school year. (Baseline: 2014 - 96.3%, 2015 - 96%, 2016 - 96%- 2017 - 96.4%, 2018 - 95.7%)

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: The percentage of children who feel threatened or bullied as indicated by the Campus Climate Survey will decrease by 10%. (From 56% in 2018 to 46% in 2019)

Goal 4: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Increase the job satisfaction rating for staff to 395 as measured on the Employee Engagement Survey.

Goal 5: Engage every student in relevant learning.

Performance Objective 1: Align the cognitive demand and relevance of student activities according to expectations in TEKS and effectively assess student learning in such a way as to enhance instruction.

Henry Middle School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percentage of students who make expected or accelerated progress on the reading and math STAAR by an average of 3%.

Performance Objective 2: Reduce student economic disadvantaged and ethnicity sub-group gaps on STAAR Approaches level by half for all tests with gaps greater than 10% compared to the overall campus performance. All other student group gaps on STAAR at 5% or less.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase the Meets grade level percentage on the reading, math, writing, science, and social studies STAAR by 2% (reading and math averaged across all three grade levels).

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: At least 90% of students will respond strongly agree/agree to the student survey question, "There are adults on campus who will listen to me and respond to my needs and concerns."

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Increase the percent of students responding strongly agree/agree to the question, "I am challenged by my school work" by 5%.

Performance Objective 2: Increase the percent of students responding strongly agree/agree to the question, "My teachers show me how our lessons relate to life outside school" by 5%.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Increase the effectiveness of campus-based Professional Learning Communities (PLC)

Knowles Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percent of students achieving expected and accelerated growth by 5%. (Currently at STAAR Progress: students in 5th grade math 71.6%; students in 5th grade reading 58.7%)

Performance Objective 2: Increase meets percentage and masters percentage on STAAR by 5% (Current students in: 4th Math meets 33%, masters 16%; 4th Reading 27.8%, masters 13%; 5th Math meets 44%, masters 30%; 5th Reading meets 29.3%, masters 15%; 17-18 Writing meets 26%, masters 3%; 17-18 Science meets 19%, masters 4%)

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Decrease the gap between all students and economically disadvantaged students by 5%. (Current Gaps: Reading - 9%; Math - 7%; Writing - 13%; Science - 16%)

Performance Objective 2: Increase the percent of students reading on or above grade level by 5% as measured by iStation/iSIP. (Current 60% on iStation/iSIP.)

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Decrease the number of office referrals by 15%. (Current 147)

Performance Objective 3: Increase school wide attendance from 96.1% to 96.3%

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Decrease the gap between all students and special education students by 5%. (Current Gaps: Reading - 39%; Math - 34%; Writing - 38%; Science - 43%)

Performance Objective 2: Decrease the gap between all students and English language learners by 5%. (Current Gaps: Reading - 12%; Math - 16%; Writing - 13%; Science - 34%)

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Professional Learning Communities (PLCs) will increase collaboration opportunities to ensure student performance increases by 10% or more across all content areas.

Laura Welch Bush Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: We will increase the overall percentage of 5th grade students meeting or exceeding expected progress by 5% using the 2018 4th grade TEA progress measure for STAAR in Reading and Math.

Performance Objective 2: We will increase the percentage of 4th grade students scoring in the Masters range on the STAAR Writing test by 5%. (30% in 2018)

Goal 2: Prepare each student for college and career success.

Performance Objective 1: We will increase the percentage of students at each grade level making a year's growth in Reading by 4% as measured by Istation.

2017 - 2018 data:

Kinder- 66%

1st- 84%

2nd- 73%

3rd- 88%

4th- 67%

5th-79%

Performance Objective 2: We will increase the percentage of students scoring in the Masters range on STAAR in 4th grade Reading and Math by 8%
2018 4th Grade Reading Masters - 40%
2018 4th Grade Math Masters - 45%

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: We will increase the percentage of students who Strongly Agree or Agree that threatening and bullying is not a problem to 70% as measured by the Campus Climate Survey. (56% on 2017-2018 survey)

Performance Objective 3: We will expand the use of the Second Step curriculum in all classrooms to address specific social and emotional needs of students.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Teachers will create quality common assessments and utilize the data to meet the needs of all students.

Performance Objective 2: We will use technology to increase engagement in relevant learning.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: We will build leadership capacity within the leadership team over the course of the school year and measure progress by using BOY and EOY surveys.

Performance Objective 2: We will increase the feeling of teamwork among school teams (grade level, SPROG, SpEd, Specials, Office) to 70% as measured by the EOY teacher survey. (61% 2017-2018)

Leander Extended Opportunity Center (Leo) Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: 95% of students who enter LEO with a core subject grade below a 75 will exit LEO successfully on track for graduation through improving their grades during their LEO assignment.

Performance Objective 2: 90% of eligible students will exit LEO successfully on track for graduation through access to and progress on credit recovery and/or JIT.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Decrease recidivism by 3%

Goal 3: Inspire the whole child.

Performance Objective 1: 90% of students will exit LEO equipped with positive social/emotional strategies and understand the importance of growing socially and emotionally.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: 100% of high school students assigned to LEO will exit LEO with an understanding of viable pathways to graduation and relevance of coursework.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: 100% of LEO teachers will participate in staff development and Professional Learning Communities focused on student achievement.

Leander High School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Narrow the achievement gap between Economically Disadvantaged students and Non-Economically Disadvantaged students at the Meets level by an average of 4% as measured by STAAR tested subjects. (2018: English 1 - 20%, English 2 - 28%, Biology - 36%, Algebra 1 - 25%, US History - 20%)

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Improve enrollment in advanced courses and performance for our students on AP exams (3+) and IB exams (4+). (2018: AP - 60%, IB - 86%)

Performance Objective 2: Percentage of students meeting TSI in both ELA/Reading and Mathematics will increase by 3%

Performance Objective 3: Increase the number of students graduating with industry-based certification and/or military enlistment.

Goal 3: Inspire the whole child.

Performance Objective 1: Increase the school's overall attendance rate from 94.7% to 95%.

Performance Objective 2: Student safety perceptions will increase from 81% to 85% of students feeling safe on campus according to the student climate survey results.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: At least 35% of teachers will achieve the Accomplished level on LEADS dimension 1.4 for on-cycle teachers to ensure lessons are designed to be flexible and to encourage higher order thinking (2018: 31%).

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: At least 30% of teachers or higher will achieve a rating of "accomplished" on the LEADS evaluation instrument for Domain 2.4 - Differentiation. (2018: 26%)

Leander Middle School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Leander Middle School will increase "approaches standard" scores as measured by STAAR by an average of 2% on all STAAR tested subjects. (2017 Reading 78%, Math 83%, Writing 72%, Science 72%, Social Studies 64%) (2018 Reading 79%(+1%), Math 85%(+2%), Writing 68%(-4%), Science 84%(+12%), Social Studies 77%(+13%))

Performance Objective 2: Leander Middle School will increase "meets" and "masters" scores as measured by State Accountability Student Achievement by an average of 2% on all STAAR tested subjects.

2018 (ELA Meets 49% (+4) Masters 28%(+6)) (Math Meets 60%(+7) Masters 21%(-3)) (Writing Meets 38%(+1) Masters 10%) (Science Meets 59%(+12) Masters 34%(+17)) (Social Studies Meets 52%(+18) Masters 36%(+15))

2017 (ELA Meets 45% Masters 22%) (Math Meets 53% Masters 24%) (Writing Meets 37% Masters 10%) (Science Meets 47% Masters 17%) (Social Studies Meets 34% Masters 21%)

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Leander Middle School will increase the percentage of students receiving a score of a "3, 4 or 5" as measured by the AP Spanish IV exam by an average of 2%.(2017 - 82%)(2018 - 78%)

Performance Objective 2: Leander Middle School will increase "masters" scores as measured by the Algebra I EOC by 2% in 7th and 8th grade. (2017 - 90%)(2018 - 83%)

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Leander Middle School will increase the percentage of students answering "agree" or "strongly agree" when asked if, "adults on campus listen to and respond to my needs and concerns," according to the Campus Climate Survey by 2%. (2017 - 87%) (2018 - 85%)

Performance Objective 3: Leander Middle School will accomplish three campus-wide mandatory No Place For Hate activities as outlined by the Anti Defamation League to become a certified 2018-2019 No Place For Hate campus by the end of the 2018-2019 school year.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Leander Middle School will increase "approaches standard" scores as measured by STAAR by an average of 5% on all STAAR tested subjects for students in Special Education and English Language Learners.

(2018 SPED Reading 53%(+4%), Math 60%(+1%), Writing 22%(-24%), Science 69%(+28%), Social Studies 69% (+34%))

(2018 ELL Reading 64%(+7%), Math 77%(+16%), Writing 38%(-22%), Science 60%(+19%), Social Studies 56%(+21%)).

Performance Objective 2: Leander Middle School will increase the amount of dedicated cross-curricular collaboration in grade level Professional Learning Community meetings twice a week.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: 95% of Leander Middle School teachers will demonstrate growth in their professional LEADS goals.

Mason Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percent of students by 3% who achieve accelerated progress for reading and math.

Performance Objective 2: Increase the percent of all students approaching grade level standard by 5% as measured on the 4th Grade STAAR Writing. Currently, 55% of all students approach grade level standard as measured by 4th Grade Writing STAAR.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase the % of teachers rated as "accomplished" or better in Dimension 1.3: Ensuring Higher Levels of Learning from the LEADS rubric from 56% to 61%.

Performance Objective 2: Increase % of students reading on or above grade level by 5% in grades K-5. Establish baseline BOY to be compared to EOY using I-station correlation data.

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Increase the percent of students who strongly agree/agree that threatening or bullying is not a problem at our school from 44 % to 60% (+16%).

Performance Objective 3: Increase our Attendance Indicator % rate from 95.7% to 96.3%. Goal is to move into the Q3 for attendance as compared to our campus group on the Distinction Designation Report of Accountability.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Increase the % of teachers rated as "accomplished" or better in Dimension 2.4: Differentiation of the LEADS Rubric, from 46% to 51%.

Performance Objective 2: Increase % of teachers in agreement that their students set learning goals and track their progress throughout the year from 57% to 62% as measured on the UT Employee Engagement Survey.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Increase % of teachers in agreement that their supervisor recognizes outstanding work from 44% to 60%.

Naumann Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the overall percentage of students meeting or exceeding expected progress as measured by TEA's progress measure for STAAR in Reading and Math by 2%.

Performance Objective 2: Narrow achievement gap between students who are economically disadvantaged and non-economically disadvantaged as measured by STAAR and Curriculum Based Assessments (CBA) by at least 2% in math and reading from the previous year.

Performance Objective 3: We will increase our writing STAAR scores from 62% to 70% at the approaches level by June 2019.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase by 2% students reading on or above grade level (Tier 1) from the previous year using Istation data. Last year's overall average in Istation was 76.3%.

Performance Objective 2: Increase % of students scoring masters on STAAR in all subjects tested by at least 3%.

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: 100% of Naumann classrooms will show evidence of implementation of the district-wide Second Step curriculum.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Increase the percentage of students responding "strongly agree" or "agree" to the survey question "Classroom activities keep me challenged in my learning" by 5%. 17-18 Survey percentage - 79%

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Reduce the gap by 5% between teachers and non-teachers on the percent responding "agree or strongly agree" that they are recognized for outstanding work.

17-18 Survey results:

Teachers - 89%

Non-teachers - 76%

New Hope High School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase of 1% over prior year on Index 1 target score to at least 94 (94%) of tested students passing the required state End-of-Course exams, with no appreciable difference in accountability student groups by July, 2019.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: A minimum of two percent growth to 60% of four-year cohort seniors will be Texas Success Initiative, TSI, eligible in at least one area by any applicable measure, as well as, 32% of four-year cohort seniors will meet college, career and military readiness state standards by July, 2019.

Goal 3: Inspire the whole child.

Performance Objective 1: Student safety perceptions will increase two percent from 91% to 93% of students feeling safe on campus according to the student climate survey results by June, 2019.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Align online curriculum to LISD course curriculum guides by June, 2019.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Teachers will commit to focusing on and improving within one instructional area as measured by professional development attendance and evidence of implementation in the classroom by June, 2018.

Parkside Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: We will increase the percentage of students meeting standard on Writing STAAR by 3%. (2018 84%)

Performance Objective 2: We will meet our target score in all demographic areas for Academic Growth in math (2018 Target: 74 Parkside: 72)

Goal 2: Prepare each student for college and career success.

Performance Objective 1: We will increase the percentage of students scoring at the advanced/masters level on STAAR, across all grades and content tested by 3% (2018 36%).

Performance Objective 2: We will increase the use of technology, on a daily basis, to support curriculum and prepare students for college and career success by 3% as measured by the BrightBytes survey. (2017-18 75% of teachers reported utilizing technology in the classroom on a daily basis).

Goal 3: Inspire the whole child.

Performance Objective 1: We will increase the number of students independently utilizing self-regulation skills and coping strategies based on the 5 competencies of social skills learning.

Performance Objective 2: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: By the end of the 2018-19 school year, the percent of teachers rated as "proficient" or better on the LEADS Differentiation rubric (2.4) will increase by 5%. (2018 84%)

Performance Objective 2: Teachers will create at least 1 campus-based common assessment for each Unit of Study using the quality guidelines established by the grade level (BLOOMS &/or Depth of Knowledge leveled questions). Teachers will utilize assessment data to meet the needs of all students.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Based on the 2018-19 employee engagement survey, the percent of teachers responding "agree or strongly agree" that they are recognized for outstanding work will increase by 5% (2018 79%).

Plain Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percentage of students (including two or more races) that approach/meet/and/or master STAAR Reading by at least 5%.

Performance Objective 2: Increase the percentage of students (including two or more races) that approach/meet/and/or master STAAR Math by at least 5%.

Performance Objective 3: Increase the percentage of students (including two or more races) that approach and/or meet standard and/or master STAAR Writing to at least 70% and masters to 10%.

Performance Objective 4: Increase the percentage of students that approach and/or meet standard in STAAR Science to at least 74% and masters to 8%.

Performance Objective 5: Increase the percentage of Hispanic students that approach and/or meet standard for STAAR Science to at least 60% and masters to 4%.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase the percentage of students scoring at Tier 1 by grade level according to EOY ISIP by at least 3%.

Performance Objective 2: Increase the percentage of all students meeting standard and/or masters on all STAAR tests by 3%.

Performance Objective 3: Provide opportunities for students to participate in coding, robotics, and additional clubs.

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Provide daily social emotional curriculum to students in K-5.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Ensure student activities are aligned to the expectations in TEKS and the LISD Curriculum Documents.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Follow PLC commitments with teams led by PLC Facilitators to create norms, unpack TEKS for each EUS, write common assessments, analyze data, and plan for student intervention/challenge.

Pleasant Hill Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percentage of students reading at or above grade level by 3% from the baseline assessment in September 2018 to the end of year measure in May 2019

Performance Objective 2: Increased knowledge of math curriculum and resources to make a greater impact on math instruction as measured by increase in the percentage of 4th and 5th grade students meeting or exceeding the STAAR progress measure by 5%

Goal 2: Prepare each student for college and career success.

Performance Objective 1: We will work to close the achievement gap by engaging every student in relevant learning that will lead to narrowing of the gap between students who are economically disadvantaged and all students in grade 3, 4, and 5 as measured by STAAR.

Performance Objective 2: We will work to increase our percentage of students at the approaches level in fourth grade writing on the STAAR test. We have shown a decrease in this area for the past five years (with the exception of 2016).

On the 2018 STAAR, only 58% of our students reached the approaches level. And only 7% reached masters. We would like to work towards 70% at approaches and increase the number of students at masters to 15%.

Performance Objective 3: Increase the overall number of students reaching the masters level on all STAAR tests by 3%.

2018 STAAR Results (% of students at masters):

3rd

Math-16%

Reading-37%

4th-

Math-12%

Reading-27%

Writing-7%

5th

Math-19%

Reading-21%

Science-8%

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Increase the percentage of students who feel safe at school by utilizing Second Step curriculum in all of our interactions.

Based on the end of year student and parent survey data, only 60% of parents feel that students "do not threaten or bully each other in school". Students

also shared that they feel bullying is a problem at Pleasant Hill (missing this percentage data- to be filled out soon).

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Increase the percentage of teachers who have their student activities aligned to the rigor of the TEKS based on our district walkthrough data by 4%.

Based on data from May 2018, 94% of the classrooms visited had the purpose of the lesson aligned with the appropriate grade level TEKS. Also, based on the same walkthrough data, 94% of classrooms demonstrated that the task students were asked to do was aligned to the defined learning target or essential question.

Performance Objective 2: Increase the number of opportunities students at Pleasant Hill have to experience an extracurricular activity. Last year we offered drum club, school musical, choir, intramurals and tutorials. We are looking to add a few other clubs and activities that would provide a well-rounded experience.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Each grade level professional learning community (PLC) will implement and analyze at least one common assessment in math and reading per nine weeks.

Performance Objective 2: We will implement vertical committees involving all teams and staff with 100% participation.

Reagan Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase STAAR Math scores at the Approaches Level in grades 3rd & 4th by a 2% increase (3rd-from 86% to 88% ; 4th-from 84% to 86%).

Performance Objective 2: Increase STAAR Writing scores at the Approaches level in 4th grade by 5% (currently 78% goal 83%).

Goal 2: Prepare each student for college and career success.

Performance Objective 1: 85% of students will end the year reading on or above grade level measured by a collection of evidence, both formative and summative assessments including Istation and Running Records. (2017-2018 83%)

Performance Objective 2: Increase in STAAR Reading scores at the Approaches level in 3rd & 4th grades by 2% (currently 90% increase to 92%).

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Create a common language and decrease the number of office referrals by 15% and an intentional instructional approach for socio-emotional learning campus-wide. (2017-2018 28; goal 24)

Performance Objective 3: To build a inclusive community, by empowering Reagan stakeholders and sending a clear unified message that all students have a safe place to belong.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Teachers will use LEADS Rubric to demonstrate proficient or higher by engaging students in meaningful and relevant learning in classroom visited at 90% measured by Domain 1 (Planning)

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Each grade level team will use common assessments to monitor the learning of each student to provide differentiation. (At least 2 CCA per EUS in content areas ELA & Math)

Performance Objective 2: Teachers use reflective practice, within the Instructional Rounds process, to continuously improve the quality of teaching and learning in every classroom and every department.

Reed Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percentage of tests meeting or exceeding approaches-level standards as measured by TEA for STAAR in all subject areas.

Reading: 79 to 89 or higher

Math: 74 to 84 or higher

Science: 67 to 77 or higher

Writing: 66 to 76 or higher

Performance Objective 2: Increase the percentage of tests scoring "Masters" as measured by TEA for STAAR in Reading and Math (All students 3rd-5th) to 25% or more.

Performance Objective 3: Grow STAAR Progress Measure to 80% or more.

Reading 4th: 75 to 80 or higher

Reading 5th: 78 to 80 or higher

Math 4th: 66 to 80 or higher

Math 5th: 72 to 80 or higher

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase the percentage of students reading on or above grade level by 10% or more.

Tier 1 Reading ISIP: 65 to 75 or higher (All students K-5 English and Spanish)

Performance Objective 2: Increase the percentage of students in economically disadvantaged population approaching state standards by 10% or more in all content areas (English and Spanish).

Reading: 71 to 81 or higher

Math: 61 to 71 or higher

Science: 54 to 64 or higher

Writing: 54 to 64 or higher

Performance Objective 3: Increase the percentage of students receiving special education services approaching state standards by 10% or more in all content areas (English and Spanish).

Reading: 43 to 53 or higher

Math: 40 to 50 or higher

Science: 35 to 45 or higher

Writing: 19 to 29 or higher

Performance Objective 4: Increase the percentage of English language learners approaching state standards by 10% or more in all content areas

(English and Spanish).

Reading: 73 to 83 or higher

Math: 62 to 72 or higher

Science: 41 to 51 or higher

Writing: 61 to 71 or higher

Goal 3: Inspire the whole child.

Performance Objective 1: Increase school-wide attendance to 97% or more.

Performance Objective 2: Implement Positive Behavior Intervention and Support (PBIS) system at Reed Elementary.

Performance Objective 3: Advance our culture of student ownership of learning and leadership through Leader in Me student Lighthouse Leadership Team, campus Lighthouse Team, and C2 club.

Performance Objective 4: Explicitly teach social skills to all students at Reed Elementary.

Performance Objective 5: Implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Grow enrichment opportunities to improve student belonging/connections to school.

Performance Objective 2: Collaborate with community groups to increase opportunities for enrichment and learning.

Performance Objective 3: Grow Technology implementation to improve student learning.

Increase to 75% or higher:

Student perception data: 68% I am challenged by my schoolwork.

Staff perception data: 63% My students seek additional challenge to learn as much as they can in class.

Increase to 70% or higher:

Parent perception data: 56% Excellent/Good Number of classroom computers

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Professional Learning Communities (PLCs) will increase collaboration opportunities to ensure student performance increases by 10% or more across all content areas.

Reading: 78 to 88 or higher

Math: 73 to 83 or higher

Science: 67 to 77 or higher

Writing: 66 to 76 or higher

River Place Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percentage of students meeting or exceeding progress as measured by TEA progress measure for STAAR in Reading and Math by 3% (including special education students, Asian, African American students and 2 or more races.)

Performance Objective 2: We will increase the percentage of 4th grade students meeting grade level on the STAAR Writing test by 3%.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: We will increase the percentage of students reading on or above grade level from beginning of the year to end of the year by 2% in kindergarten through 5th grade by June 2019.

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: 70% of students will respond agree or strongly agree to the statement, "Threatening and bullying is not a problem in my school" on the 2018 Campus Climate Student Survey.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: We will increase teachers' understanding of the TEKS through weekly PLC meetings.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: We will build leadership capacity of all teachers over the course of the school year and measure progress by using BOY and EOY surveys.

River Ridge Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: We will increase the percentage of students scoring "Satisfactory" or "Accomplished" on the 2019 WRITING STAAR composition from 30% to 35%.

Performance Objective 2: We will increase the overall percentage of fourth and fifth grade students meeting or exceeding expected progress by 3% using the 2018 TEA progress measure for the READING and MATH STAAR.

From 2018:

78% in Overall Math

78% in Overall Language Arts

Goal 2: Prepare each student for college and career success.

Performance Objective 1: We will increase the percentage of fourth grade students scoring "Masters" on the 2019 WRITING STAAR by 5%.

2018: 28% Mastery on WRITING STAAR

Performance Objective 2: We will increase attendance rates by 1% (Baseline: 96.9%).

Goal 3: Inspire the whole child.

Performance Objective 1: All students will engage in ongoing activities to promote leadership, community service and character development.

Performance Objective 2: We will increase the student response to the survey question "Threatening and bullying is not a problem at school" from 71% to 80%.

Performance Objective 3: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Align the cognitive demand and relevance of student activities according to expectations in TEKS by engaging in ongoing PLCs to address the "Four Critical Questions."

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: All staff will focus on a professional goal in Domain 1 of the LEADS evaluation system to increase collaboration through the PLC process.

Rouse High School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percentage of students meeting or exceeding progress as measured by TEA progress measure for STAAR in Reading and Math by 3%.

Performance Objective 2: Raise percentage of students who received special education scoring "Approaches" by 5% in Reading

Performance Objective 3: Raise percentage of students who received special education services scoring "Approaches" by 3% in mathematics

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Improve percentage of students that meet the CCR benchmark in reading and math by 3% as evidenced by our 2018 PSAT data. At 58%, 42%, & 41% for grades 9-11 respectively.

Performance Objective 2: Continue to increase the percentage of students scoring a 3, 4, or 5 on College Board AP exams by 3%. RHS was at 63% for 2018 testing.

Performance Objective 3: Increase the percentage of seniors that are TSI complete by 7%, students who are economically disadvantaged by 10%. Class of 2018 was 61% for all students and 44% for economically disadvantaged students.

Goal 3: Inspire the whole child.

Performance Objective 1: 100% of all students in Grades 9-12 will have a post-secondary plan.

Goal 4: Engage every student in relevant learning as observed by an overall increase in common assessment data.

Performance Objective 1: Increase cognitive demand through implementation of WICOR strategies incorporated in TEKS based Lesson Design

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: 96% of teachers will perform at "Proficient" or higher on LEADS evaluation instrument, currently 94%.

Running Brushy Middle School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Running Brushy will increase the percentage of students meeting or exceeding progress as measured by TEA academic growth measure for STAAR by 3%, annually.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase performance data on PSAT by 2% over the previous year.

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Increase student participation in extracurricular & co-curricular activities, yearly.

Performance Objective 3: Increase opportunities for parental involvement on campus to foster a healthy, safe, and engaged school environment.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Align the cognitive demand of student activities according to expectations in TEKS.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: 95% of RBMS teachers will demonstrate growth in their professional LEADS goals

Rutledge Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the percentage of students who demonstrate a year or more of progress in reading in grades 4 and 5 as measured by STAAR by at least 3%.

Performance Objective 2: Increase the percentage of students in grade K-5 who show a moderate or high Rate of Improvement on ISIP from 82% to 85%.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Through a focus on the Technology Applications TEKS, we will increase student understanding of digital citizenship from emerging to proficient.

Performance Objective 2: Increase the percentage of students who are economically disadvantaged who reach the masters level in reading as measured by STAAR by 3% in grades 3, 4 and 5.

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: By May 2019, the percentage of students who report that threatening or bullying is a not a problem will increase from 65% to 68%.

Performance Objective 3: By the conclusion of the 2018-19 school year, we will increase the average annual attendance percentage from 96.6% to 96.8% or move to quartile 1 in our comparison group.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: By May 2019, through the PLC process, we will align the cognitive demand of student activities in reading to expectations in TEKS.

Performance Objective 2: Increase rigor in student discussions of what they have read (across all content areas).

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Develop the expertise of campus leadership team so that we grow at least one stage in each collaborative team.

Performance Objective 2: Create an aligned vision and system of expectations for all staff to ensure success for all.

Steiner Ranch Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Maintain 4 Distinctions earned for Quartile 1 performance relative to TEA Campus Comparison Group from 2018 to 2019.

Performance Objective 2: STAAR School Progress in Domain II, academic growth, will increase from a raw score of 82% in 2018 to 85% in 2019.

Performance Objective 3: Increase % of students meeting Masters (All Subject/ All Tests Combined Measure) on 2019 STAAR by 10%, compared to 2018 STAAR results.

Performance Objective 4: At least 95% of second and third grade students will read at or above grade level by end of year 2018-2019.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase the percentage of students meeting Masters performance level (All Subject/ All Tests Combined) on 2019 STAAR by 10%, compared to 2018 STAAR results.

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: To help Steiner Ranch students reach their full potential by building strong interpersonal and social-emotional skills, we will implement the SECOND STEP program.

Performance Objective 3: Decrease 2018-2019 recorded incidents of discipline referrals in all grades by 5% as compared to incidents recorded in those grade levels in 2017-2018 through the implementation of a school wide tiered behavior approach.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Steiner Ranch Elementary will score in the top 25% in Closing Performance Gaps compared to our TEA 2019 Campus Comparison Group.

Performance Objective 2: Increase 2019 STAAR Domain II, Part B Relative Performance for Economically Disadvantaged students in all tested subjects by 5%, increasing the raw score from 71% to 76%.

Performance Objective 3: Increase the percentage of students answering "Agree" or "Strongly Agree" to 95% or more on the 2018-2019 Student Perceptual Survey statement "I am actively engaged in class learning activities on a regular basis".

Performance Objective 4: Increase the percentage of students answering "Agree" or "Strongly Agree" to 95% or more on the 2018-2019 Student Perceptual Survey statement "I know what I am supposed to learn in class each day".

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Provide "Just-in-Time" campus staff development to teachers and staff aligned to demonstrated needs of current students and patterns evident in 2018-2019 student performance data.

Stiles Middle School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: By the end of the 2018-2019 school year, the percentage of students meeting expected or accelerated levels of growth in Math and ELA in all grade levels will increase by 3%. (2018 Math 68%, Reading 69%)

Goal 2: Prepare each student for college and career success.

Performance Objective 1: On the Spring 2019 STAAR Test, Masters scores will increase by 3% points on each STAAR tested subject. (2018 - 6th Reading 36%, Math 36%, 7th Reading 52%, Writing 36%, Math 20%, 8th Reading 52%, Math 33%, SS 46%, Sci 52%)

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Earn the distinction of "No Place for Hate" for year 7 by meeting the required criteria for the 2019-2019 school year.

Performance Objective 3: Stiles Middle School will have an average daily attendance (ADA) rate of 97.5% at the end of the 2018-2019 school year. (2017-2018 ADA: 97.1)

Performance Objective 4: Increase participation in campus student clubs, organizations and extra curricular activities .

Goal 4: Engage every student in relevant learning.

Performance Objective 1: 70% of FSMS students will report that they either "Agree or Strongly Agree" on the 2019 Student Survey that they are engaged in and find relevance in their learning.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: All Stiles staff are trained and knowledgeable in rule, laws, policies and procedures for ethical practice and legal obligations.

Performance Objective 2: At least 50% of teachers will be evaluated as Accomplished within Domain 4 on the LEADS rubric for their work towards becoming instructional leaders.

Vandegrift High School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase Limited English proficient students STAAR scores in English 1 and 2 by 5%

Performance Objective 2: Increase the number of student groups scoring in the Advanced/Masters range on all EOC exams by 3%.

Performance Objective 3: Narrow the achievement gap between students receiving special education services and over-all student percentages as measured by the STAAR and district benchmark assessments by at least 11% in Math.

Performance Objective 4: Increase the percentage of students meeting or exceeding progress as measured by TEA progress measure for STAAR in Reading and Math by 3%. (Increase the campus TEA Comparative Academic Growth (AG) to 85% or higher to be in top 25% of the campus comparison group necessary to obtain a Distinction Designation.)

Goal 2: Prepare each student for college and career success.

Performance Objective 1: VHS will increase student direct to college rate to 85% and increase the reporting of the number of college, career or military grads.

Performance Objective 2: Increase and target our student groups' (such as the economically disadvantaged) student enrollment in AP classes and dual credit by 5%.

Performance Objective 3: Improve participation (3%) and performance (to 85%) of our students in AP/IB courses and dual-credit courses.

Performance Objective 4: Increase TSI Criteria Graduates from to 86% Indicator score on TEA 2019 Distinction Designation Summary Report.

Goal 3: Inspire the whole child.

Performance Objective 1: Through 1:1 meetings with 100% of our students, the school counseling team will deliver specific grade-level targets which address academic pathways, career and college options, and social emotional well-being within each student's 1:1 meeting.

Performance Objective 2: By the end of the 2019 school year, the campus average daily attendance will meet or exceed the current TEA Designation Distinction Quartile 1 threshold standard of 94.5%

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Increase campus global-mindedness and overall 9th-12th grade enrollment in the International Baccalaureate Diploma Program by 25% over prior year.

Performance Objective 2: Introduce and implement AVID WICOR strategies school wide in order to support teacher continuous improvement/ professional development that leads to increased student success and performance.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: 100% of VHS teachers will commit to supporting the PLC commitments with a focus on a common instructional performance goal that is aligned to the team's LEADs Student learning Objective/outcome (SLO), as measured by PLC attendance and SLO goal achievement.

Performance Objective 2: Campus admin will work collaboratively to enhance campus culture and work with HR to recruit, support, and retain high quality teachers as evidenced by a reduction in the 2019-2020 voluntary separation rate and a 5% increase in levels of "Agreement" on the 50 SEE Employee Survey indicators.

Vista Ridge High School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase English 1 and English 2 Approaches rate by 1% for the following student populations:
Hispanic/Latino from 29% to 30% in English I and from 77% to 78% in English II.
Black or African American from 36% to 37% in English I and from 66% to 67% in English II.
Economically Disadvantaged from 29% to 30% in English I and from 69% to 70% in English II.

Performance Objective 2: Increase Masters percentage rates by 1% on all EOC tests.

Algebra from 27% to 28%.
Biology from 47% to 48%.
English I from 7% to 8%.
English II from 21% to 22%.
US History from 56% to 57%.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase the number of seniors who met standard in English and Math on the ACT, SAT, and/or TSI by 2% from 71% to 73%

Performance Objective 2: Increase overall AP pass rate by 2% from 67% to 69%.

Goal 3: Inspire the whole child.

Performance Objective 1: Increase school wide attendance from 96.1% to 96.3%.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: Continue to offer 13 CTE certification tests while increasing passing rates to 87% from 85%.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Teachers will commit to focusing on the implementation of Google Classroom to assist in instruction and communication through a consistent platform.

Westside Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: We will increase our Writing STAAR scores from 75% to 80% by June 2019.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: We will increase our overall Masters performance score by 3% points on STAAR Assessments. (Baseline: 32%)

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: As students utilize strategies to increase social skills and self-regulation skills we will move toward "sustaining" as measured by the Lighthouse Rubric. (Baseline: Developing)

Performance Objective 3: We will have 80% of our students involved in a campus sponsored club/extracurricular activity or hold a leadership role on campus. (Baseline: 76%)

Goal 4: Engage every student in relevant learning.

Performance Objective 1: As teachers plan and implement intentional intervention and challenge to meet each student's needs we will move toward "Sustaining" as measured by Learning by Doing Continuum: providing student with systematic interventions and extensions (pg. 176). (Baseline: Initiating)

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: As we develop and implement a targeted training program to increase leadership capacity and effectiveness using PLC leaders as measured by The PLC at Work Continuum (Learning by Doing Book - pg. 80): Building a Collaborative Culture Through High-Performing Teams we will move toward "Sustaining." (Baseline: Implementing)

Whitestone Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: Increase the overall percentage of students meeting or exceeding expected progress as measured by TEA's progress measure for STAAR in Reading and Math by 3%.

Performance Objective 2: Increase the % of students achieving at the "Meets" level on reading, writing, and math in each cohort STAAR by 10% by May 2019.

Performance Objective 3: Increase the % of all students that perform at the approaches level or above on the science STAAR to 90% by June 2019.

Performance Objective 4: Increase the percentage of special education students that perform at the approaches level or above on the STAAR reading and STAAR math assessment in each grade level cohort to 60%.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase the percentage of students reading on or above grade level from beginning of the year to end of the year in kindergarten through 5th grade by 5% by June 2019.

Goal 3: Inspire the whole child.

Performance Objective 1: 100% of students will be able to identify at least 3 strategies when experiencing heightened emotion by May 2019

Performance Objective 2: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: 90% of students will be engaged in activities aligned to the cognitive demand of the TEKS.

Goal 5: Ensure a world class workforce focused on student achievement

Performance Objective 1: Instructional staff will build understanding of effective writing instruction that results in 90% of students scoring at least a 3 in the area of organization and ideas utilizing the 4th 9 weeks district writing rubric.

Wiley Middle School Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: By the spring 2019, "approaches" scores as measured by STAAR will increase an average of 2% on all STAAR tested subjects.

Goal 2: Prepare each student for college and career success.

Performance Objective 1: Increase the percentage of students achieving "masters" on EOC and STAAR in all subjects by an average of 2% percentage points.

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: Continue to increase opportunities for parental involvement on campus to foster a healthy, safe, and engaged school environment. (Baseline 17-18 PTA 189 members, 5 parents for literacy and math nights)

Performance Objective 3: Increase student attendance percentage by .3% by the end of 2018-2019 school year. (2017-2018 - 95.7%)

Goal 4: Engage every student in relevant learning.

Performance Objective 1: We will increase the overall average of all indicators in the Academic Preparation category in the Climate Survey/Students from 79.8% to 85%.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: Increase knowledge and understanding in a variety of campus focus areas - PLC, AVID, Kagan, Title I, mLISD, etc.

Winkley Elementary Performance Objectives 2018-2019

Goal 1: Maximize academic growth for each student.

Performance Objective 1: We will increase the percentage of students performing at the Approaches level on math STAAR by 3% in each grade level. (2018-3rd 82%, 4th 88%, 5th 98%)

Performance Objective 2: We will increase the percentage of students performing at the Approaches level on reading STAAR by 3% in each grade level. (2018-3rd 90%, 4th 91%, 5th 91%)

Performance Objective 3: We will increase the percentage of students performing at the Masters level on STAAR across all grades and content tested by 3%. (2018 STAAR All Subjects 29%)

Goal 2: Prepare each student for college and career success.

Performance Objective 1: We will increase by 2% students reading on or above grade level in grades K-5.

Goal 3: Inspire the whole child.

Performance Objective 1: Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, health, wellness, and the success of the whole child.

Performance Objective 2: We will implement the district-wide social skills curriculum taught by all classroom teachers.

Goal 4: Engage every student in relevant learning.

Performance Objective 1: We will increase the percentage of students making a year's growth in reading by 3% in each grade level K-5.

Goal 5: Ensure a world class workforce focused on student achievement.

Performance Objective 1: All teachers will participate in LEADS and SLO to demonstrate continuous improvement.