

Palacios Independent School District

Secondary School

2026-2027 Goals/Performance Objectives/Strategies

Mission Statement

<p>The Palacios Independent School District is dedicated to keeping students first. We will ensure all students acquire the knowledge and skills necessary to reach their full potential through staff who are effective, supportive, and committed for the ultimate benefit of our multi-cultural community.</p>

Vision

Every student prepared for a successful future.

Value Statement

Fairness and Equity:

- All students, parents, and staff will be treated with consideration, integrity, and respect.
- We will foster an environment built on consistency, transparency, and mutual trust.

Professionalism:

- We will serve as positive role models for our community, students, and staff.
- We will carry out our roles and responsibilities with a high level of commitment, diligence, and skill.

Accountability and High Expectations:

- We are responsible for the academic performance of every student.
- We believe that all student can learn, perform, and achieve at high levels.

Positive Environment:

- We are responsible for establishing a safe and secure environment for all.
- We will support a dynamic atmosphere based on teamwork, communication, and collaboration.

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Goals

Goal 1: Academic Achievement for ALL - PISD will inspire individual excellence through collaboratively building a safe, respectful, and inviting learning community where every student's story matters.

Performance Objective 1: By the end of the 2026-27 school year, 80% of tested students will meet their projected ELAR growth goal as predicted by NWEA Map Testing.

HB3 Goal

Evaluation Data Sources: BOY, MOY, and EOY Map Testing by NWEA

Strategy 1 Details	Reviews			
Strategy 1: Teachers will engage in regular collaboration structures such as PLCs to improve practice, review data, and track student progress in conjunction with department goals. Strategy's Expected Result/Impact: Increase student achievement in ELAR Staff Responsible for Monitoring: Principal Funding Sources: State and Federal Accountability Training - Title II, Part A TPTR 255 - \$3,000	Formative			Summative
	Dec	Feb	Apr	
Strategy 2 Details	Reviews			
Strategy 2: Teachers will utilize No Red Ink, IXL, and Edgenuity to provide targeted and accelerated instruction according to student need as demonstrated by 2026 STAAR/EOC scores and NWEA BOY/MOY data. Strategy's Expected Result/Impact: Increased student achievement through targeted instruction and interventions. Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Feb	Apr	
Strategy 3 Details	Reviews			
Strategy 3: Continued support of Limited English Proficiency (LEP) students in all classrooms by training teachers on how to engage students linguistically and identify needed supports through Language Proficiency Assessment Committees (LPAC) as applicable. Strategy's Expected Result/Impact: Increased performance of LEP students on assessments due to a deeper understanding of language and increased engagement. Staff Responsible for Monitoring: Principal and Campus LPAC Coordinator Funding Sources: - Title III, Part A LEP 263, - Title I, Part A ESSA 211, - Local 199	Formative			Summative
	Dec	Feb	Apr	

Strategy 4 Details	Reviews			
Strategy 4: Targeted intervention and support (tutoring) during, after school, and summer school for students identified as needed support in reading. Strategy's Expected Result/Impact: Increase in academic growth of students receiving tutoring supports. Staff Responsible for Monitoring: Principal Funding Sources: - ESSER III - 282, - Title II, Part A TPTR 255, - Title V, Part B RLI 270, - Local 199	Formative			Summative
	Dec	Feb	Apr	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Academic Achievement for ALL - PISD will inspire individual excellence through collaboratively building a safe, respectful, and inviting learning community where every student's story matters.

Performance Objective 2: By the end of the 2026-27 school year, 80% of students will meet their projected Math growth goal as predicted by NWEA Map Testing.

HB3 Goal

Evaluation Data Sources: BOY, MOY, and EOY Map Testing by NWEA

Strategy 1 Details	Reviews			
Strategy 1: Teachers will utilize IXL to provide targeted instruction according to student need as demonstrated by 2026 STAAR/EOC Scores, NWEA BOY/MOY data, and Unit Bluebonnet Assessments. Strategy's Expected Result/Impact: IXL will allow teachers to provide individualized support and accelerate learning to close achievement gaps by increasing their math fluency and student engagement in mathematics. Staff Responsible for Monitoring: Principal Funding Sources: - Title I, Part A ESSA 211, - Local 199, - Title V, Part B RLI 270	Formative			Summative
	Dec	Feb	Apr	
Strategy 2 Details	Reviews			
Strategy 2: Math teachers will implement the new Bluebonnet Math Curriculum in grades 6-8, Algebra 1, Geometry, and Algebra 2. Strategy's Expected Result/Impact: Improved instructional preparation, delivery, and alignment that will positively impact student achievement. Staff Responsible for Monitoring: Principal Funding Sources: - Local 199, Incorporate class sets of advanced graphing calculators - Title I, Part A ESSA 211 - \$12,000	Formative			Summative
	Dec	Feb	Apr	
Strategy 3 Details	Reviews			
Strategy 3: Targeted intervention and support (tutoring) during school, after school, and summer school for students identified as needed support in math. Strategy's Expected Result/Impact: Increase in academic growth of students receiving tutoring supports. Staff Responsible for Monitoring: Principal Funding Sources: - ESSER III - 282, - Title II, Part A TPTR 255, - Title V, Part B RLI 270, - Local 199	Formative			Summative
	Dec	Feb	Apr	

Strategy 4 Details	Reviews			
Strategy 4: Teachers will engage in weekly PLCs to improve practice, review data, and track student progress in conjunction with department goals. Strategy's Expected Result/Impact: Academic achievement and growth including 'closing the gaps' measures. Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Feb	Apr	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Academic Achievement for ALL - PISD will inspire individual excellence through collaboratively building a safe, respectful, and inviting learning community where every student's story matters.

Performance Objective 3: The class of 2027 will graduate with a 90% CCMR Completer Status

HB3 Goal

Evaluation Data Sources: CCMR Percentage report at MOY based on CCMR Tracker and PEIMS data with final report given at EOY.

Strategy 1 Details	Reviews			
Strategy 1: Continue to seek additional OnRamps course opportunities as part of the PHS curriculum program. Strategy's Expected Result/Impact: On-Ramps offers Dual Enrollment which is taught by our teachers vs. online professors/adjuncts. This will increase the level of student engagement, participation, and success rates in these classes compared to dual credit online only classes. Staff Responsible for Monitoring: Principal Funding Sources: - Local 199, - ESSER III - 282	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Monthly CCMR check-in meeting to ensure more than 90% of seniors earn a CCMR point by graduation. Strategy's Expected Result/Impact: The monthly CCRM check-in meeting will allow a dedicated time to discuss relevant changes to CCMR criterion, review the CCMR tracker for student progress, review and update CTE programs of study as needed. Staff Responsible for Monitoring: Principal Funding Sources: - Local 199, - ESSER III - 282	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Educating the WHOLE Child - PISD will support the whole student by providing them with rich opportunities. The district will provide effective professional development for staff which will support student growth in academics, conflict resolution, character building, and post high school career aspirations.

Performance Objective 1: Through CTE courses, PJSH will ensure that students are career ready by completing a coherent sequence of classes and successfully earning an industry-based certification.

HB3 Goal

Evaluation Data Sources: Local student tracking sheets showing the number of completers and IBC's earned. TEA Data (lagging by two years).

Strategy 1 Details	Reviews			
Strategy 1: Continued CTE career exploration and course opportunities in junior high, including 7th grade students completing Employability Skills and all 8th grade students completing a principle level CTE class before beginning 9th grade. Strategy's Expected Result/Impact: Increase in the number of completers and IBC's earned by students. Staff Responsible for Monitoring: Principal and CTE Coordinator	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Continued evaluation of alignment between CTE sequence completion and industry based certification requirements by using high quality certification aligned curriculum, building student preparation into instruction, and providing teacher training and support. Strategy's Expected Result/Impact: Increase in the number of completers and IBC's earned by students. Staff Responsible for Monitoring: Principal and CTE Coordinator	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Educating the WHOLE Child - PISD will support the whole student by providing them with rich opportunities. The district will provide effective professional development for staff which will support student growth in academics, conflict resolution, character building, and post high school career aspirations.

Performance Objective 2: Continued implementation of social-emotional skill development, character education, and student leadership opportunities.

Evaluation Data Sources: Documentation of programs used currently and the selection of programs to use move forward.

Strategy 1 Details	Reviews			
Strategy 1: Regularly scheduled lessons developed and implemented by At Risk Counselor that include topics of suicide prevention, socio-emotional well-being, and drop-out prevention. Strategy's Expected Result/Impact: More consistent support of students' social and emotional needs. Staff Responsible for Monitoring: At Risk Counselor	Formative			Summative
	Dec	Feb	Apr	
Strategy 2 Details	Reviews			
Strategy 2: Invite community and career professionals into the school to deliver training and presentations that provide career guidance, life skills, and health, such as YES Program, Fentanyl Awareness, and Human Trafficking Prevention. Strategy's Expected Result/Impact: Students will be better prepared for life beyond high school through improved interpersonal skills and career knowledge. Staff Responsible for Monitoring: At Risk Counselor	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Human Capital - Cultivate an inclusive, professional environment that supports, provides opportunities for growth and development, and empowers all employees.

Performance Objective 1: An intentional system of campus celebration will be modeled, implemented, and visible throughout the school.

Evaluation Data Sources: Surveys, social media posts, visible displays throughout the school

Strategy 1 Details	Reviews			
Strategy 1: The campus will utilize Shark Shouts Outs for students and staff, celebrate birthdays via display, publicize teacher credentials/colleges, and follow a designated calendar for group appreciation. Strategy's Expected Result/Impact: Improved campus culture that results in higher teacher retention. Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Feb	Apr	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Human Capital - Cultivate an inclusive, professional environment that supports, provides opportunities for growth and development, and empowers all employees.

Performance Objective 2: PISD will encourage stability by focusing on employee professional development and retention.

Evaluation Data Sources: Local documentation of employee professional development, retention efforts, and employee incentives. Annual survey (anonymous) from TASB to staff.

Strategy 1 Details	Reviews			
Strategy 1: Increased opportunities for professional development, teacher collaboration and planning, and alignment will be built into the master schedule. Strategy's Expected Result/Impact: Increased teacher collaboration and peer professional development opportunities for teachers. Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Feb	Apr	
Strategy 2 Details	Reviews			
Strategy 2: The campus will support the district implementation of Teacher Incentive Allotment (TIA) through careful monitoring of Map Testing (NWEA) through the year and high fidelity T-Tess evaluations. Strategy's Expected Result/Impact: More teachers qualifying for TIA bonus. Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Feb	Apr	
Strategy 3 Details	Reviews			
Strategy 3: All new employees will participate in a Mentor/Mentee program supported by the campus. Strategy's Expected Result/Impact: Increased retention of effective teachers. Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Feb	Apr	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Parent and Community Partnership - Palacios ISD will provide information and establish multilingual input and feedback avenues to build inclusive partnerships where all family and community members are actively involved.

Performance Objective 1: The campus will establish mechanisms for parent, community, and business involvement in the schools and encourage participation.

Evaluation Data Sources: Calendars of events, notifications of events sent to parents/community on Parent Square, and sign-in sheets.

Strategy 1 Details	Reviews			
Strategy 1: Scheduled Campus Improvement Meetings, PJSH Career Fair, Secondary Club Night, FAFSA Night, Senior Parent Seminars, AVID Family Night, Dual Enrollment Parent Night, Homecoming Activities, Group Travel Opportunities for Families (EF Tours), Veteran's Day Breakfast, Blood Drives, Graduation Activities and Baccalaureate, FFA Chili Supper and Banquet, Scholarship Ceremony Strategy's Expected Result/Impact: Increased community involvement in schools. Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Feb	Apr	
Strategy 2 Details	Reviews			
Strategy 2: Intentional publication of campus activities and student recognition via Facebook, ParentSquare, and the PISD website. Strategy's Expected Result/Impact: Increased awareness of positive outcomes and opportunities for participation. Staff Responsible for Monitoring: Assistant Principal	Formative			Summative
	Dec	Feb	Apr	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Parent and Community Partnership - Palacios ISD will provide information and establish multilingual input and feedback avenues to build inclusive partnerships where all family and community members are actively involved.

Performance Objective 2: The campus partners will other governmental entities and community organizations to meet the needs of students and the community in a coordinated manner.

Evaluation Data Sources: Documentation of meetings/events with flyers, pictures, and sign-ins.

Strategy 1 Details	Reviews			
Strategy 1: Campus staff will collaborate with Community in Schools representative to support student needs. Strategy's Expected Result/Impact: Increase in student attendance and participation in school programs and decrease in student dropout rate. Staff Responsible for Monitoring: Principal and Community in Schools Representative	Formative			Summative
	Dec	Feb	Apr	
Strategy 2 Details	Reviews			
Strategy 2: The campus will foster relationships with the Palacios Chamber of Commerce, local churches, the Matagorda County Economic Development Council, local government and businesses, and other community organizations to support and recognize students and build community relationships. Strategy's Expected Result/Impact: Increase in student partnerships and recognition to be visible in the community. Staff Responsible for Monitoring: Principal	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				