

Calallen Independent School District



2026-2027 Performance Objectives

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Priority 1 Building and Sustaining a Culture of Performance & Preparedness for Life Beyond High School

Performance Objective 1 High Priority HB3 Priority

1.1 Academic Growth and Achievement

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

Progress Measures: NWEA Map Scores
Growth Reports
STAAR Achievement at Meets Grade Level
MTSS Plan Development and Implementation

Performance Objective 2 High Priority

1.2 College, Career, and Military Readiness

TEA Priorities: Connect high school to career and college

Progress Measures: Data on college bound students
Data on industry-based certifications and programs of study
Data on military enlistment

Performance Objective 3

1.3 Student participation in activities, clubs to build well-rounded citizens

Progress Measures: Student participation data, number of extracurricular opportunities, marketing numbers

Performance Objective 4

1.4 Student safety and well-being

Progress Measures: BTA data, mental health activities, counselor visits, grant reporting, staff and student surveys, online wellness participation

Priority 2 Building and Sustaining a Culture of Faculty & Staff Commitment

Performance Objective 1

2.1 Faculty and staff commitment

TEA Priorities: Recruit, support, retain teachers and principals

Progress Measures: Staff culture surveys
percent vacancies measured at Snapshot
TalentEd Onboarding (advertisements)
Staff retention rate
Exit reports

Performance Objective 2

2.2 Capacity building for all faculty and staff

TEA Priorities: Recruit, support, retain teachers and principals

Progress Measures: TTESS Walkthrough counts
TTESS Evaluation Summative scores
Documentation of implementation
Professional development survey results
CATS Academy participation and survey results

Performance Objective 3

2.3 Competitive compensation for faculty and staff

TEA Priorities: Recruit, support, retain teachers and principals

Progress Measures: Compensation plan review - TASB
Staff survey results
Timeline for implementation
Financial monitoring effectiveness of TIA
Staffing study results

Priority 3 Increasing Community Engagement & Commitment

Performance Objective 1 High Priority

3.1 Parent and Family Engagement

Progress Measures: Climate surveys

ParentSquare data

End of Year - parent of the year/supporter of the year campaigns

Ambassador program through PTA

Increase parent count of DEIC and other district committees

Performance Objective 2

3.2 Community Engagement and Commitment

TEA Priorities: Connect high school to career and college

Progress Measures: Did You Know? series development to include short videos that will replace Coffee w/ Calallen

Community Climate Survey

Parent Involvement conference and afterschool activities

CTE Advisory Council

Performance Objective 3

3.3 Community Partnerships

Progress Measures: CTE Advisory Council

Donation Reports

Number of Volunteers - % pulled from Skyward and Frontline

Raptor Scans

Priority 4 Ensuring Effective and Efficient Operations

Performance Objective 1 High Priority

4.1 Strong Financial Stewardship and Clear Stakeholder Communication

Progress Measures: Training sign-in sheets
Increased financial transparency across the district
Required documentation housed in one repository that is easily accessible

Performance Objective 2

4.2 Improve Operational Efficiencies and Processes

Progress Measures: Preventative maintenance plan
Work order completion rates
Long range facility plan
Survey stakeholders regarding two-way communication

Performance Objective 3 High Priority

4.3 Safety and Security

Progress Measures: Climate survey (Safety specific questions)
Create and implement physical structure safety plan
Calallen ISD Police Department reports and internal controls