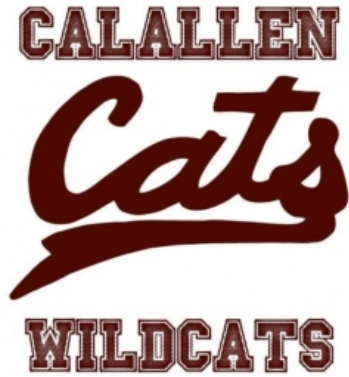


Calallen Independent School District



Calallen Middle School

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

1.1 By 05/2026, increase the number of CCMR-related activities offered to students.

Progress Measures: Additional Course offerings at CMS

Performance Objective 2

1.2 By 05/2026, increase staff knowledge and understanding of CCMR resources and activities by 15%.

Progress Measures: Increased number of PD offerings related to CCMR and increased participation in CCMR related classes.

Priority 2

Building and Sustaining a Culture of Faculty & Staff Commitment

Performance Objective 1

2.1 By 06/2026, reduce teacher stress levels by implementing support systems and resources to manage increased class sizes effectively.

Progress Measures: Load analysis reports for both core and elective classes. Focus on keeping class sizes below 30.

Performance Objective 2

2.2 By 06/2026, increase teacher collaboration opportunities to discuss and improve feedback practices from 3 times per semester to 6 times per semester.

Progress Measures: Meeting minutes and Calendar tracking.

Priority 3 Increasing Community Engagement & Commitment

Performance Objective 1

3.1 Increase parent participation on campus-based committees from 0% to 2% by 06/2026.

Progress Measures: Meeting minutes, sign in sheets, and RSVPs for Coffee with the Principal, SBDMs, and PTA. Develop additional committees that allow for parent participation.

Performance Objective 2

3.2 Improve communication channels between the school and parents to facilitate better parent involvement by 06/2026.

Progress Measures: Numbers of ParentSquare messages sent to and from teachers and campus administration.

Performance Objective 3

3.3 By 06/2028, implement at least 2 new CTE-specific courses or programs.

Progress Measures: Additional classes listed in the course catalog.

Performance Objective 4

3.4 By 06/2028, establish a method for consistent outreach to CTE resources and partners.

Progress Measures: Increased number of community contacts related to CTE.

Performance Objective 5

3.5 Increase community member and local business involvement in school events and activities by 5% by 06/2028.

Progress Measures: Increased number of community contacts related to CTE.

Performance Objective 6

3.6 Enhance communication with community members and local businesses to increase awareness of engagement opportunities by 5% by 06/2028.

Progress Measures: Increased number of community contacts related to CTE.

Priority 4 Ensuring Effective and Efficient Operations

Performance Objective 1

4.1 Increase student attendance rate to 96% by 06/2026.

Progress Measures: EOY Attendance rates

Performance Objective 2

4.2 Improve student engagement to reduce absenteeism by 3% by 06/2026.

Progress Measures: EOY Attendance Rates

Performance Objective 3

4.3 Strengthen parent-school communication to support attendance improvement by 06/2026.

Progress Measures: EOY Attendance rates and use of RaaWee

Performance Objective 4

4.4 Increase the number of classroom walkthroughs conducted by administrators from per month to 8 per month by 06/2026.

Progress Measures: Count of walkthroughs through use of DMAC and copies of tracking board.

Performance Objective 5

4.5 the time spent by administrators on behavioral and disciplinary concerns by 3% by 06/2026.

Progress Measures: Discipline comparison analysis from previous years to this year.

Performance Objective 6

4.6 By 06/2026, ensure that 50% of staff members understand the process of campus budget calculation.

Progress Measures: DH and Dept. meetings with the finance office and campus administration to discuss the budgeting process.

Performance Objective 7

4.7 By 06/2026, increase staff participation in budget planning meetings from 0% to 2%.

Progress Measures: Creation of a campus budget committee.

Performance Objective 8

4.8 By 06/2026, ensure that 15% of staff members can identify and utilize available resources for understanding campus budgets.

Progress Measures: DH meeting and campus meeting minutes related to budget discussions.

Performance Objective 9

4.9 By 06/2026, ensure 100% of safety drills are conducted consistently and effectively across the school.

Progress Measures: RAPTOR report on drill completion.

Performance Objective 10

4.10 By 06/2026, achieve 100% compliance in documenting and reviewing safety drill outcomes.

Progress Measures: RAPTOR Reports

Performance Objective 11

4.11 By 06/2026, enhance communication about safety drills to ensure 100% of staff and students are informed in advance.

Progress Measures: E-mail notifications of drill completion.

Performance Objective 12

4.12 By 06/2026, reduce the use of physical resources such as paper and consumables by 5% through increased utilization of available technology.

Progress Measures: Counts of consumables use.

Performance Objective 13

4.13 By 06/2026, achieve a 5% reduction in the school's overall expenditure on physical resources by promoting the use of technology.

Progress Measures: Data collected from walkthroughs on the usage of technology

Performance Objective 14

4.14 06/2026, increase student engagement with digital tools by 5% to reduce dependency on paper-based materials.

Progress Measures: Data collected from walkthroughs on the usage of technology

Performance Objective 15

4.15 By 06/2026, increase the availability of SEL counseling services to students by 15% through alternative support methods.

Progress Measures: Alongside and TCHATT reports

Performance Objective 16

4.16 By 06/2026, establish partnerships with local community organizations to provide additional SEL support to students.

Progress Measures: Alongside and TCHATT reports

Performance Objective 17

4.17 By 06/2026, enhance the SEL skills of students by integrating SEL activities into the existing curriculum.

Progress Measures: Impactful reflection responses.