



Southwest High School Campus Performance Objectives

1. SWHS will increase Reading scores: Approaches from 70% to 75%; Meets from 48% to 55%; Masters from 6% to 10%
2. SWHS will increase Algebra 1 scores: Approaches from 73% to 75%; Meets from 24% to 45%; Masters from 4% to 15%
3. SWHS will increase Biology scores: Approaches from 91% to 92%; Meets from 56% to 65%; Masters from 22% to 28%
4. SWHS will increase Reading scores for students who receive SPED services from 22% meets to 25% meets. SWHS will increase Math scores for students who receive SPED services from 15% meets to 18% meets.
5. SWHS will increase Reading scores for students who are Emergent Bilingual from 42% meets to 45% meets. SWHS will increase Math scores for students who are Emergent Bilingual from 18% meets to 31% meets.
6. SWHS will maintain College, Career Military component score of 98%.
7. SWHS will increase U.S. History scores: Approaches from 95% to 96%; Meets from 70% to 73%; Masters from 35% to 36%
8. SWHS will maintain the 95% staff retention rate from the 25-26 school.
9. SWHS will increase attendance rate from 91.4% to 93.4% this year.
10. SWHS will increase community and family engagement by increasing participation in campus events from 15% to 20% for the 2026-2027 school year.



Legacy High School Campus Performance Objectives

1. The overall performance of Reading STAAR will increase from 55% to 65% in Approaches, from 34% to 40% in Meets, and from 3% to 10% in Masters.
2. The overall performance of Math STAAR will increase from 60% to 70% in Approaches, from 16% to 24% in Meets, and from 3% to 10% in Masters.
3. The overall performance of Biology STAAR will increase from 87% to 95% in Approaches, from 49% to 55% in Meets, and from 12% to 20% in Masters.
4. The overall performance of US History STAAR will increase from 90% to 96% in Approaches, from 61% to 70% in Meets, and from 22% to 30% in Masters.
5. Special Populations (SPED) Performance Objectives Performance Targets:

Reading: Approaches Grade Level: 34% Meets Grade Level: 20% Masters Grade Level: 10%
Mathematics: Approaches Grade Level: 54% Meets Grade Level: 20% Masters Grade Level: 5%
Strategies for Improvement: Provide Content Mastery classes to support reteaching and individualized instruction aligned to IEP goals. Implement Inclusion push-in support to ensure SPED students receive grade-level instruction with appropriate accommodations and modifications. Conduct small group interventions targeting foundational skills and STAAR readiness.

Strengthen Tier 2 instruction through data-driven planning, progress monitoring, and collaboration between general education and special education teachers. Expected Outcome: By implementing these targeted supports and interventions, SPED students will demonstrate measurable growth in reading and math performance, contributing to meeting or exceeding the STAAR accountability targets. To include View Panels for instruction

6. Increase EB student STAAR performance by 2027 through targeted instruction and intervention:
Reading: Approaches 154 - 200; Meets 73 - 100; Masters 3 - 10
Math: Approaches 74 - 100; Meets 17 - 30; Masters 4 - 10
Biology: Approaches 108 - 150; Meets 43 - 75; Masters 8 - 25
U.S. History: Approaches 120 - 160; Meets 72 - 100; Masters 12 - 25
7. Maintain the current CCMR rate at 97% for the 2026-2027 school year. (TSI, SAT, College Credits, Certifications, and/or Military enlistment).
8. Provide student support services related to critical transition events and dropout prevention. Including return from DAEP, post-secondary readiness and 8th-9th grade.
9. Retain at least 90% of the highly qualified staff. Build capacity in all staff members in instructional best practices, and effective school processes.
10. Campus Professional Development: The campus will develop and support teachers by providing professional development opportunities in the Fall and in the Spring focused on Emergent Bilingual student achievement, rigor, data-driven instruction, and writing across content areas. Administrators will meet with teachers during beginning-of-year conferences to identify professional learning needs and determine PD opportunities that best support student achievement.
11. Create an environment where teachers and staff are continuously learning by providing professional development opportunities for teachers, staff and campus administration. Additionally provide curriculum/resources to teachers so they can provide effective instruction.
12. Increase student attendance 88% to 92%.

13. The campus will increase community and family engagement by increasing participation in campus events by 2% for the 2026-2027 school year.
14. Maintain a safe learning environment for students and staff. The campus will provide SEL, guidance, counseling lessons, services, and resources to support the social-emotional well-being and academic success of students, parents, and families.



CAST-STEM High School Campus Performance Objectives

1. The overall performance of Reading STAAR will increase from 87% to 95% in Approaches, from 74% to 79% in Meets, and from 14% to 18% in Masters.
2. The overall performance of Math STAAR will increase from 80% to 90% in Approaches, from 17% to 25% in Meets, and from 5% to 12% in Masters.
3. The overall performance of Science STAAR will increase from 97% to 100% in Approaches, from 63% to 65% in Meets and from 35% to 40% in Masters.
4. The overall performance of Social Studies STAAR will maintain at 100% in Approaches, increase from 82% to 86% in Meets and from 38% to 45% in Masters.
5. The overall performance of Special Education students in RLA STAAR will increase from 59% to 64% in Approaches, from 41% to 46% in Meets, and from 12% to 17% in Masters. The overall performance of Special Education students in Math STAAR will increase from 60% to 70% in Approaches, from 0% to 15% in Meets, and from 0% to 10% in Masters. The overall performance of Special Education students in Science STAAR will increase from 92% to 100% in Approaches, from 25% to 35% in Meets, and from 25% to 30% in Masters.
6. The overall performance of EB students in RLA STAAR will increase from 63% to 68% in Approaches, from 50% to 60% in Meets, and from 13% to 18% in Masters. The overall performance of EB students in Math STAAR will increase from 100% to 100% in Approaches, from 0% to 50% in Meets, and from 0% to 50% in Masters. The overall performance of EB students in Science STAAR will increase from 100% to 100% in Approaches, from 0% to 50% in Meets , and from 0% to 50% in Masters.
7. All students will be exposed to various post-secondary options throughout the school year. The CCMR Component score will remain at 100%.
8. Students, teachers and staff will have access to technology and resources that will be used to increase student engagement and academic success.
9. Provide professional development, conferences, and workshops to strengthen content, instruction and collaboration among staff as well as to help with retention by sending all staff members to workshops from August through May.
10. CAST STEM HS will increase campus attendance rates from 93.6% to 97% for the 2026-2027 school year.
11. CAST STEM High School will support community and family engagement opportunities throughout the school year and increase participation at events by 5% for the 2026-2027 school year.



McNair Middle School Campus Performance Objectives

1. The overall performance of Reading STAAR will increase from 79% to 80% in Approaches from 55% to 57% in Meets, and from 24% to 25% in Masters.
2. The overall performance of Math STAAR will increase from 68% to 73% in Approaches, from 38% to 43% in Meets, and from 11% to 14% in Masters.
3. The overall performance of Science STAAR will increase from 76% to 77% in Approaches from 53% to 54% in Meets, and from 23% to 24% in Masters.
4. The overall performance of Social Studies STAAR will increase from 61% to 62% in Approaches, from 35% to 38% in Meets, and from 15% to 16% in Masters.
5. The overall performance of Special Education students in RLA STAAR will increase from 52% to 53% in Approaches from 21% to 23% in Meets, and from 5% to 6% in Masters. The overall performance of Special Education students in Math STAAR will increase from 39% to 43% in Approaches, from 19% to 22% in Meets, and from 5% to 6% in Masters. The overall performance of Special Education students in Science STAAR will increase from 51% to 52% in Approaches from 27% to 28% in Meets, and from 6% to 7% in Masters.
6. The overall performance of EB students in RLA STAAR will increase from 61% to 65% in Approaches from 34% to 36% in Meets, and from 5% to 7% in Masters. The overall performance of EB students in Math STAAR will increase from 56% to 59% in Approaches from 20% to 25% in Meets, and from 2% to 4% in Masters. The overall performance of EB students in Science STAAR will increase from 56% to 58% in Approaches from 29% to 30% in Meets, and from 4% to 5% in Masters. The TELPAS progress rate for EB students in TELPAS will increase from 44% to 45%.in Masters.
7. The campus will increase staff retention rate from 81% to 85% for the 2026-2027 school year.
8. The campus will develop and support campus teachers by providing professional development at least twice in the Fall and twice in the Spring, with a focus on rigor, data-driven instruction, and writing across content areas.
9. The campus will increase campus attendance from 94% to 94.3% for the 2026-2027 school year.
10. The campus will Increase community and family engagement by increasing participation in campus events by 3% for the 2026-2027 school year.



McAuliffe Middle School Campus Performance Objectives

1. The overall performance of Reading STAAR will increase from 70 to 80 in Approaches, from 46 to 52 in Meets, and from 17 to 21 in Masters.
2. The overall performance of Math STAAR will increase from 61 to 75 in Approaches, from 27 to 40 in Meets, and from 7 to 21 in Masters.
3. The overall performance of Science STAAR will increase from 63 to 71 in Approaches, from 33 to 40 in Meets, and from 11 to 20 in Masters.
4. The overall performance of Social Studies STAAR will increase from 43 to 55 in Approaches, from 17 to 26 in Meets, and from 8 to 15 in Masters.
5. The overall performance of Special Education students in RLA STAAR will increase from 39 to 46 in Approaches, from 18 to 23 in Meets, and from 3 to 7 in Masters. The overall performance of Special Education students in Math STAAR will increase from 44 to 52 in Approaches, from 16 to 23 in Meets, and from 0 to 5 in Masters. The overall performance of Special Education students in Science STAAR will increase from 42 to 50 in Approaches, from 26 to 31 in Meets, and from 2 to 8 in Masters. The overall performance of Special Education students in Social Studies STAAR will increase from 32 to 40 in Approaches, from 18 to 23 in Meets, and from 4 to 8 in Masters.
6. The overall performance of EB students in RLA STAAR will increase from 51 to 56 in Approaches from 20 to 23 in Meets, and from 3 to 5 in Masters. The overall performance of EB students in Math STAAR will increase from 50 to 56 in Approaches, from 16 to 21 in Meets, and from 4 to 7 in Masters. The overall performance of EB students in Science STAAR will increase from 43 to 50 in Approaches, from 20 to 25 in Meets, and from 3 to 7 in Masters. The overall performance of EB students in Social Studies STAAR will increase from 26 to 35 in Approaches, from 11 to 16 in Meets, and from 3 to 7 in Masters. By May 2027, Sharon Christa Middle School will increase the percentage of Emergent Bilingual students demonstrating at least one proficiency-level increase in their TELPAS Composite Rating from the Spring 2026 baseline of 23% schoolwide to 35% or higher, as measured by TELPAS results and monitored through ongoing TELPAS-aligned progress monitoring throughout the school year. Additionally, the campus will increase the overall TELPAS Composite average from 2.5 to at least 3.0.
7. TIP : 5.2 Build teacher capacity through observation and feedback cycles.
8. The campus will achieve a 95% staff retention rate for the 2026-2027 school year.
9. TIP : 1.1 Develop campus instructional leaders (principal, assistant principal, counselors, and teacher leaders) with clear roles and responsibilities.
10. The campus will increase campus attendance from 92.3% to 94% for the 2026-2027 school year.
11. The campus will increase community and family engagement by increasing participation in campus events for the 2026-2027 school year.
12. Provide SEL, guidance, counseling lessons, services, and support and for students, parents, and families.



Scobee Middle School Campus Performance Objectives

1. The overall performance of Reading STAAR will increase from 79 to 85 in Approaches from 53 to 60 in Meets, and from 23 to 30 in Masters.
2. The overall performance of Math STAAR will increase from 63 to 70 in Approaches from 34 to 40 in Meets, and from 12 to 20 in Masters.
3. The overall performance of Science STAAR will increase from 74 to 80 in Approaches from 52 to 58 in Meets, and from 26 to 30 in Masters.
4. The overall performance of Social Studies STAAR will increase from 54 to 70 in Approaches from 25 to 35 in Meets, and from 9 to 15 in Masters.
5. The overall performance of Special Education students in RLA STAAR in Approaches from 44 to 50, from 17 to 25 in Meets, and from 4 to 7 in Masters. The overall performance of Special Education students in Math STAAR will increase from in Approaches from 39 to 45, from 15 to 20 in Meets, and from 3 to 8 in Masters. The overall performance of Special Education students in 8th grade Science STAAR will increase from in Approaches from 48 to 55, from 24 to 30 in Meets, and from 11 to 15 in Masters. The overall performance of Special Education students in 8th grade Social Studies STAAR will increase from in Approaches from 30 to 40, from 22 to 30 in Meets, and from 7 to 10 in Masters.
6. The overall performance of EB students in RLA STAAR in Approaches from 60 to 70, from 28 to 40 in Meets, and from 3 to 10 in Masters. The overall performance of EB students in Math STAAR in Approaches from 50 to 60, from 21 to 30 in Meets, and from 3 to 10 in Masters. The overall performance of EB students in 8th grade Science STAAR in Approaches from 50 to 60, from 27 to 35 in Meets, and from 14 to 20 in Masters. The overall performance of EB students in 8th grade Social Studies STAAR in Approaches from 14 to 25, from 5 to 12 in Meets, and from 0 to in Masters. The TELPAS progress rate for EB students in TELPAS will increase from 12% to 30%.
7. Develop campus instructional leaders (principal, assistant principal, counselors, teacher leaders) with clear roles and responsibilities.
8. The campus will increase from 85% to 88% staff retention rate for the 2026-2027 school year.
9. The campus will develop and support campus teachers by providing professional development at least twice in the Fall and twice in the Spring, with a focus on rigor, data-driven instruction, and writing across content areas.
10. By the end of the semester, teachers will use student assessment data to identify learning gaps and implement targeted instructional strategies. As a result, student performance on identified standards will increase by at least 10%, as measured by unit assessments and benchmarks.
11. The campus decreased in campus attendance from 94% to 93.4% . We will improve to our campus goal of 95.4% for the 2026-2027 school year.
12. The campus will increase community and family engagement by increasing participation in campus events by 2% for the 2026-2027 school year.
13. Provide SEL, guidance, counseling lessons, services, and support for students, parents, and families.



Resnik Middle School Campus Performance Objectives

1. The overall performance of Reading STAAR will increase from 67% to 70% in Approaches, from 39% to 50% in Meets, and from 18% to 22% in Masters.
2. The overall performance of Math STAAR will increase from 54% to 70% in Approaches, from 23% to 47% in Meets, and from 4% to 24% in Masters.
3. The overall performance of Science STAAR will increase from 54% to 70% in Approaches, from 23% to 47% in Meets, and from 7% to 24% in Masters.
4. The overall performance of Social Studies STAAR will increase from 36% to 70% in Approaches from 16% to 40% in Meets, and from 5% to 10% in Masters.
5. The number of SPED students in RLA will increase from 32 % to 42 % and Math from 28% to 38% in Approaches. 8th Science will increase from 26% to 36% in Approaches. The number of SPED students in 8th Social Studies will increase from 21% to 31% in Approaches.
6. The number of emergent bilingual (EB) students in RLA will increase from 53% to 63% in approaches, 29% to 34% in meets, and 9% and 12% in masters. The number of emergent bilingual (EB) students in Math will increase from 50% to 60% in approaches, 19% to 26% in meets, and 3% and 6% in masters. The number of emergent bilingual (EB) students in 8th Science will increase from 48% to 58% in approaches, 20% to 25% in meets, and 8% to 11% in masters. The number of emergent bilingual (EB) students in 8th Social Studies will increase from 20% to 30% in Approaches.
7. TIP: Observations, feedback, and coaching
8. TIP: Utilize data-driven instruction process
9. The campus will increase from 64% to 80% staff retention rate for the 2026-2027 school year.
10. Develop campus instructional leaders with clear roles and responsibilities.
11. The campus will develop monthly instructional leadership real-time coaching sessions where we calibrate walkthroughs and provide teachers immediate feedback and provide teachers with high-leverage action steps to increase student outcomes.
12. The campus will increase campus attendance from 90.88% to 92.88% for the 2026-2027 school year.
13. The campus will increase community and family engagement by increasing participation in campus events by 2% for the 2026-2027 school year.
14. Resnik will provide a campus restorative coach to support our students with relationship-building and positive support systems to ensure their SEL and Academic Growth.



Southwest Elementary Campus Performance Objectives

1. The overall performance of Reading STAAR will increase from 77 to 84 in Approaches, from 58 to 63 in Meets, and from 35 to 37 in Masters.
2. The overall performance of Math STAAR will increase from 69 to 79 in Approaches, from 49 to 59 in Meets, and from 24 to 34 in Masters.
3. The overall performance of Science STAAR will increase from 57 to 67 in Approaches, from 28 to 50 in Meets, and from 10 to 25 in Masters.
4. The overall performance of SPED ELAR STAAR will increase from 42 to 52 in Approaches, from 24 to 39 in Meets, and from 12 to 16 in Masters. The overall performance of Special Education students in Math STAAR will increase from 39 to 50 in Approaches, from 23 to 42 in Meets, and from 13 to 20 in Masters. The overall performance of Special Education students in Science STAAR will increase from 17 to 25 in Approaches from 13 to 25 in Meets, and from 7 to 20 in Masters.
5. The overall performance of EB ELAR STAAR will increase from 78 to 82 in Approaches, from 64 to 68 in Meets, and from 44 to 48 in Masters. The overall performance of EB students in Math STAAR will increase from 82 to 86 in Approaches, from 63 to 67 in Meets, and from 29 to 33 in Masters. The overall performance of EB students in Science STAAR will increase from 61 to 65 in Approaches from 39 to 44 in Meets, and from 18 to 22 in Masters.
6. The number of students who achieved below Advanced High in 2027 and whose Composite TELPAS rating did not improve from 2026 will decrease by 10%.
7. The campus will develop and support campus teachers by providing professional development in the Fall and Spring, with a focus on rigor in Reading and Math.
8. The campus will achieve a 90% staff retention rate for the 2026-2027 school year.
9. Southwest Elementary School will increase attendance from 93.8% to 95% for the 2026-2027 school year.
10. Southwest Elementary School will increase community and family engagement by increasing participation in campus events by 5% for the 2026-2027 school year.
11. The Southwest Elementary School Counselor will provide SEL, guidance, counseling lessons, services, and support for students as needed.



Sun Valley Elementary Campus Performance Objectives

1. The overall performance of Reading STAAR will increase from 80% to 85% in Approaches, from 50% to 60% in Meets, and from 27% to 30% in Masters
2. The overall performance of Math STAAR will increase from 60% to 82% in Approaches, from 44% to 62% in Meets, and from 17% to 27%.
3. The overall performance of Science STAAR will increase from 76% to 87% in Approaches, from 41% to 54% in Meets, and from 17% to 30%.
4. The overall performance of Special Education students in RLA STAAR will increase from 60% to 67% in Approaches, from 28% to 33% in Meets, and from 11% to 14% in Masters. The overall performance of Special Education students in Math STAAR will increase from 47% to 54% in Approaches, from 29% to 34% in Meets, and from 11% to 14% in Masters. The overall performance of Special Education students in Science STAAR will increase from 44% to 51% in Approaches, from 22% to 27% in Meets, and from 4% to 7% in Masters.
5. The overall performance of EB students in RLA STAAR will increase from 70% to 77% in Approaches, from 38% to 43% in Meets, and from 14% to 17% in Master. The overall performance of EB students in Math STAAR will increase from 52% to 59% in Approaches, from 30% to 35% in Meets, and from 14% to 17% in Masters. The overall performance of EB students in Science STAAR will increase from 83% to 90% in Approaches, from 50% to 55% in Meets, and from 28% to 33% in Masters.
6. The overall performance of EB students on TELPAS progress will increase from 44% to 60%.
7. SVE will increase our staff retention rate from 84.8% to 90% for the 2026-2027 school year.
8. By June 2027, SVE will increase teacher effectiveness and instructional consistency by ensuring 100% of grade-level teams implement PLC protocols, Bluebonnet Internalization, and weekly lesson internalization with fidelity, as measured by PLC agendas/minutes, lesson plans, and instructional walkthrough data.
9. The campus will increase overall campus attendance from 95.4% to 98% for the 2026-2027 school year.
10. By June 2027, SVE will increase opportunities to engage with the community and local partnerships by 5%.



Indian Creek Elementary Campus Performance Objectives

1. The overall performance of Reading STAAR will increase from 65% to 75% in Approaches from 40% to 50% in Meets, and from 17% to 23% in Masters.
2. The overall performance of Math STAAR will increase from 61% to 71% in Approaches from 38% to 48% in Meets, and from 12% to 17% in Masters.
3. The overall performance of Science STAAR will increase from 60% to 70% in Approaches from 23% to 33% in Meets, and from 4% to 10% in Masters.
4. The overall SPED performance of Reading STAAR will increase from 51% to 55% in Approaches, from 19% to 22% in Meets, and from 4% to 6% in Masters. The overall performance of Special Education students in Math STAAR will increase from 49% to 54% in Approaches, from 28% to 31% in Meets, and from 7% to 9% in Masters. The overall performance of Special Education students in Science STAAR will increase from 45% to 50% in Approaches, from 20% to 23% in Meets, and from 5% to 7% in Masters.
5. The overall performance of EB students in RLA STAAR will increase from 67% to 74% in Approaches, from 28% to 33% in Meets, and from 12% to 15% in Masters. The overall performance of EB student in Math STAAR will increase from 69% to 76% in Approaches, from 38% to 43% in Meets, and from 12% to 15% in Masters. The overall performance of EB student in Science STAAR will increase from 50% to 57% in Approaches, from 8% to 13% in Meets, and from 0% to 3% in Masters.
6. The campus will achieve a 95% staff retention rate for the 2026-2027 school year.
7. The campus will develop and support campus teachers by providing professional development at least twice in the Fall and twice in the Spring, with a focus on rigor, data-driven instruction, and writing across content areas.
8. The campus will provide ongoing professional development for all instructional staff focused on effective behavior management and social-emotional learning (SEL) strategies to support student self-regulation, increase instructional time, and improve academic outcomes.
9. The campus will increase campus attendance from 93.2% to 94.7% for the 2026-2027 school year.
10. The campus will increase community and family engagement by increasing participation in campus events by 10% for the 2026-2027 school year.



Bob Hope Elementary Campus Performance Objectives

1. The overall performance of READING STAAR will increase from 70% to 82% in Approaches; from 42% to 48% in Meets, and from 23% to 27% in Masters.
2. The overall performance of MATH STAAR will increase from 53% to 70% in Approaches; from 26% to 46% in Meets, and from 9% to 20% in Masters.
3. The overall performance of SCIENCE STAAR will increase from 32% to 60% in Approaches; from 14% to 30% in Meets, and from 1% to 20% in Masters.
4. The overall performance of Special Education students in RLA STAAR will increase from 36% to 41% in Approaches, from 15% to 26% in Meets, and from 8% to 12% in Masters. The overall performance of Special Education students in Math STAAR will increase from 25% to 30% in Approaches, from 12% to 17% in Meets, and from 3% to 8% in Masters. The overall performance of Special Education students in Science STAAR will increase from 16% to 20% in Approaches, from 8% to 12% in Meets, and from 0% to 5% in Masters.
5. The overall Emergent Bilingual performance in RLA STAAR will increase from 70% to 75% in Approaches, from 45% to 50% in Meets, and from 27% to 30% in Masters. The overall Emergent Bilingual performance of Math STAAR will increase from 53% to 58% in Approaches, from 28% to 45% in Meets, and from 14% to 20% in Masters. The overall performance of EB students in Science STAAR will increase from 23% to 30% in Approaches, from 7% to 12% in Meets, and from 0% to 10% in Masters.
6. The campus will achieve an 95% staff retention rate for the 2026-2027 school year.
7. Increase teacher effectiveness and instructional consistency by ensuring 100% of grade-level teams implement PLC protocols, HQIM Internalization, and weekly lesson internalization with fidelity, as measured by PLC agendas/minutes, lesson plans, and instructional walkthrough data.
8. The campus will increase campus attendance from 92.7% to 95% for the 2026-2027 school year.
9. The campus will increase community and family engagement by increasing participation in campus events by 5% for the 2026-2027 school year.
10. Bob Hope Elementary will strengthen campus behavior and safety systems to ensure consistent, timely responses to student behavior incidents and increase staff perceptions of safety and administrative support, as measured by campus discipline data, response procedures, and staff perception surveys.



Hidden Cove STEAM Academy Campus Performance Objectives

1. The overall performance of Reading STAAR will increase from 67% to 75% in Approaches from 44% to 55% in Meets, and from 17% to 25% in Masters.
2. The overall performance of Math STAAR will increase from 60% to 75% in Approaches from 39% to 55% in Meets, and from 13% to 25% in Masters.
3. The overall performance of Science STAAR will increase from 50% to 60% in Approaches from 24% to 45% in Meets, and from 12% to 25% in Masters.
4. The overall performance of Special Education students in RLA STAAR will increase from 45% to 52% in Approaches from 27% to 32% in Meets, and from 5% to 10% in Masters. The overall performance of Special Education students in Math STAAR will increase from 49% to 56% in Approaches from 27% to 32% in Meets, and from 8% to 13% in Masters. The overall performance of Special Education students in Science STAAR will increase from 17% to 25% in Approaches from 6% to 13% in Meets, and from 0 to 6% in Masters.
5. The overall performance of EB students in RLA STAAR will increase from 48% to 55% in Meets, and from 22% to 30% in Masters. The overall performance of EB students in Math STAAR will increase from 60% to 67% in Approaches from 38% to 45% in Meets, and from 15% to 20% in Masters. The overall performance of EB students in Science STAAR will increase from 55% to 62% in Approaches from 28% to 35% in Meets, and from 9% to 15% in Masters.
6. 100% of instructional staff participate in weekly 'Lesson Internalization' meetings where they practice key modeling moments and script higher-order thinking questions prior to delivery.
7. The campus will develop and support campus teachers by providing professional development at least twice in the Fall and twice in the Spring. Professional development will focus on rigor, data-driven instruction, and writing across content areas.
8. The campus will achieve 85% staff retention rate for the 2026-2027 school year.
9. The campus leadership team will maintain a minimum 85% fidelity rate on scheduled weekly walkthroughs and coaching debriefs across all core classrooms.
10. The campus will increase campus attendance from 93.5% to 95% for the 2026-2027 school year.
11. The campus will increase community and family engagement by increasing participation in campus events by 10% for the 2026-2027 school year.
12. Provide SEL, guidance, counseling lessons, services, and support for students, parents, and families.



Big Country Elementary Campus Performance Objectives

1. The overall performance of Reading STAAR will increase from 84% to 87% in Approaches, from 59% to 62% in Meets, and from 34% to 37% in Masters.
2. The overall performance of Math STAAR will increase from 80% to 83% in Approaches, from 57% to 60% in Meets, and from 26% to 30% in Masters.
3. By May 2027 Big Country Elementary overall performance of Science STAAR will increase from 72% to 75% in approaches, from 38% to 41% in Meets, and from 19% to 23% in Masters.
4. The overall performance of Special Education students in RLA STAAR will increase from 65% to 70% in Approaches, from 19% to in Meets 23% and from 3% to 6% in Masters. The overall performance of Special Education students in Math STAAR will increase from 54% to 58% in Approaches, from 36% to 40% in Meets, and from 4% to 8% in Masters. The overall performance of Special Education students in Science STAAR will increase from to 48% to 52% in Approaches, from 12% to 20% in Meets, and from 0% to 3% in Masters.
5. The overall performance of EB students in RLA STAAR will increase from 85% to 90% in Approaches, from 52% to 55% in Meets, and from 26% to 30% in Masters. The overall performance of EB students in Math STAAR will increase from 85% to 90% in Approaches, from 60% to 65% in Meets, and from 23% to 28% in Masters. The overall performance of EB students in Science STAAR will increase from 55% to 60% in Approaches, from 20% to 30% in Meets, and from 0% to 5% in Masters.
6. By May 2027, Big Country Kinder - 2nd grade students will score at or above "benchmark" in overall growth and student achievement for MAP NWEA Reading and Math data.
7. Pre-K students will use a play-based curriculum to achieve grade level skills
8. Big Country Elementary will strengthen language acquisition and academic achievement for Emergent Bilingual (EB) students through the implementation of high-quality, language-rich instruction aligned to the English Language Proficiency Standards (ELPS). Teachers will intentionally incorporate structured language development opportunities in all content areas, utilize district-approved bilingual instructional resources, monitor TELPAS progress through regular data analysis and PLCs, and provide targeted interventions for students not demonstrating expected language growth. Collaboration among classroom teachers, bilingual teachers, interventionists, and instructional coaches will ensure instruction is responsive to individual student language proficiency levels and supports growth in listening, speaking, reading, and writing.
9. Big Country Elementary will retain 97% of highly qualified staff by fostering a positive, supportive, and growth-oriented work environment that promotes professional satisfaction, collaboration, and continuous development.
10. Big Country Elementary will develop and support teachers by providing targeted professional development throughout the school year. Instructional Planning will focus on increasing instructional rigor, strengthening data-driven instructional practices, and integrating writing across all content areas. The ILT will provide ongoing follow-up through PLCs, supported planning, classroom observations, coaching, and feedback to ensure professional learning is implemented effectively and results in improved instructional practices and student outcomes.
11. At least 95% of Big Country Elementary staff will score at the Proficient level or above on T-TESS evaluations. This goal reflects the campus commitment to high-quality instruction,

professional growth, and continuous improvement in teaching effectiveness to support student success.

12. BCE will increase opportunities for families to engage with the community both inside and outside of the school. The campus will increase campus attendance from 94.2% to 96% for the 2026-2027 school year.
13. BCE will increase the percentage of community and family engagement by increasing participation in campus events by 5% for the 2026-2027 school year.
14. BCE will continue to provide SEL, guidance, counseling lessons, services, and support for students, parents, and families.



Elm Creek Elementary Campus Performance Objectives

1. The overall performance of Reading STAAR will increase from 80% to 90% in Approaches, from 55% to 60% in Meets, and from 25% to 30% in Masters.
2. The overall performance of Math STAAR will increase from 72% to 85% in Approaches, from 43% to 56% in Meets, and from 17% to 30% in Masters.
3. The overall performance of Science STAAR will increase from 59% to 80% in Approaches, from 27% to 50% in Meets, and from 12% to 30% in Masters.
4. The overall performance of Special Education students in RLA STAAR will increase from 56% to 64% in Approaches, from 30% to 35% in Meets, and from 3% to 10% in Masters. The overall performance of Special Education students in Math STAAR will increase from 45% to 52% in Approaches, from 26% to 32% in Meets, and from 8% to 12% in Masters. The overall performance of Special Education students in Science STAAR will increase from 29% to 36% in Approaches, from 11% to 20% in Meets, and from 3% to 10% in Masters.in Masters.
5. The overall performance of EB students in RLA STAAR will increase from 72% to 80% in Approaches, from 46% to 51% in Meets, and from 21% to 25% in Masters. The overall performance of EB students in Math STAAR will increase from 67% to 74% in Approaches, from 37% to 45% in Meets, and from 14% to 20% in Masters. The overall performance of EB students in Science STAAR will increase from 60% to 65% in Approaches, from 22% to 27% in Meets, and from 16% to 20% in Masters.
6. The number of students that demonstrate growth of 1-2 levels in their composite rating on TELPAS and TELPAS Alt will increase from 39% to 42%.
7. ECE will achieve an 94% staff retention rate for the 2026-2027 school year.
8. ECE will develop and support campus teachers by providing professional development at least once in the Fall and once in the Spring, with a focus on rigor, data-driven instruction, and writing across content areas.
9. ECE will increase campus attendance from 94.4 % to 95% for the 2026-2027 school year
10. ECE will increase community and family engagement by increasing participation in campus events by 5% for the 2026-2027 school year.
11. Provide SEL, guidance, counseling lessons, services, and support for students, parents, and families.



Kriewald Road School of the Arts Campus Performance Objectives

1. Increase the percentage of students meeting or exceeding grade-level expectations in reading and math across all grade levels.

STAAR

The overall performance of Reading STAAR will increase from 74 to 80 in Approaches from 47 to 60 in Meets, and from 25 to 30 in Masters.

The overall performance of Math STAAR will increase from 52 to 66 in Approaches from 28 to 50 in Meets, and from 9 to 20 in Masters.

The overall performance of Science STAAR will increase from 63 to 70 in Approaches from 23 to 30 in Meets, and from 13 to 20 in Masters.

NWEA MAP

Kinder

Reading 65th Percentile for achievement to 66th Percentile

Math 68th Percentile for achievement to 70th Percentile

1st Grade

Reading 61st Percentile for Achievement to 70th Percentile

Math 61st Percentile for Achievement to 70th Percentile

2nd Grade

Reading 68th Percentile for Achievement to 70th Percentile

Math 63rd Percentile for Achievement to the 65th Percentile

GOLD

Literacy 85% to 90% Readiness

Math 86% to 90% Readiness

2. Improve student outcomes through consistent implementation of RTI systems across Tier I, II, and III.

STAAR

The overall performance of Reading STAAR will increase from 74 to 80 in Approaches from 47 to 60 in Meets, and from 25 to 30 in Masters.

The overall performance of Math STAAR will increase from 52 to 66 in Approaches from 28 to 50 in Meets, and from 9 to 20 in Masters.

The overall performance of Science STAAR will increase from 63 to 70 in Approaches from 23 to 30 in Meets, and from 13 to 20 in Masters.

NWEA MAP

Kinder

Reading 65th Percentile for achievement to 66th Percentile

Math 68th Percentile for achievement to 70th Percentile

1st Grade

Reading 61st Percentile for Achievement to 70th Percentile

Math 61st Percentile for Achievement to 70th Percentile

2nd Grade

Reading 68th Percentile for Achievement to 70th Percentile

Math 63rd Percentile for Achievement to the 65th Percentile

GOLD

Literacy 85% to 90% Readiness

Math 86% to 90% Readiness

3. Increase academic and language growth for SPED and EB students.
 Sped
 The overall performance of Special Education students in RLA STAAR will increase from 43 to 55 in Approaches from 26 to 32 in Meets, and from 14 to 20 in Masters.
 The overall performance of Special Education students in Math STAAR will increase from 31 to 45 in Approaches from 17 to 25 in Meets, and from 17 to 25 in Masters.
 The overall performance of Special Education students in Science STAAR will increase from 33 to 40 in Approaches from 8 to 12 in Meets, and from 8 to 15 in Masters.
 Emergent Bilingual
 The overall performance of EB students in RLA STAAR will increase from 57 to 65 in Approaches from 29 to 37 in Meets, and from 0 to 17 in Masters.
 The overall performance of EB students in Math STAAR will increase from 29 to 40 in Approaches from 14 to 24 in Meets, and from 14 to 24 in Masters.
 The overall performance of EB students in Science STAAR will increase from 33 to 45 in Approaches from 0 to 15 in Meets, and from 0 to 15 in Masters.
4. Increase consistency and effectiveness of instructional coaching and feedback cycles. 50% of teachers who received direct coaching fully completed feedback cycles. This will increase to 100% of teachers receiving direct coaching completing the feedback cycle.
5. Ensure all staff understand and implement defined roles and responsibilities across campus systems. TASB Survey Results
 My supervisor sets clear goals and objectives. - 86% to 90%
 I am allowed to make decisions within my scope of authority. - 74% to 85%
6. The campus will achieve a 95% staff retention rate for the 2026-2027 school year
7. The campus will develop and support campus teachers by providing professional development at least twice in the Fall and twice in the Spring, with a focus on rigor, data-driven instruction, structured conversations, and writing across content areas.
8. Increase family engagement, communication effectiveness, and participation in school events and decision-making. Increase participation in the Site-Based Decision-Making Committee from 1-3 parents/community members at each quarterly meeting to at least 5. Increase PTA membership from 88 total members to 150 members.
9. Improve student engagement and social-emotional skills.
 Increase attendance from 93.6% to 94.6%.
 Decrease discipline removals from 19 students to 15.
10. Counselor and Social Worker will provide social emotional opportunities for the different populations including McKinney Vento, Military, At-Risk and other special populations that need support.



Spicewood Park Elementary Campus Performance Objectives

1. The overall performance of Reading STAAR will increase from 71% to 82% in Approaches from 50% to 58% in Meets, and from 21% to 24% in Masters.
2. The overall performance of Math STAAR will increase from 58% to 65% in Approaches, from 35% to 49% in Meets, and from 11% to 15% in Masters.
3. The overall performance of Science STAAR will increase from 50% to 70% in Approaches, from 33% to 40% in Meets, and from 10% to 18% in Masters.
4. The number of SPED students in 3rd grade who pass at Approaches in ELAR will increase from 35% to 40%, and Math will increase from 39% to 45%. The number of SPED students in 4th grade who pass at Approaches in ELAR will increase from 45% to 48%, and Math will increase from 46% to 50%. The number of SPED students in 5th grade who pass at Approaches in ELAR will increase from 55% to 60%, and Math increase from 55% to 59%.
5. The number of emergent bilingual students in grades 3-5 will increase their overall TELPAS composite scores from 2.7 to 3.0 or higher. The campus goal is to move from 56% to 65% growth target.
6. The campus will achieve a 95% staff retention rate for the 2026-2027 school year
7. Develop campus instructional leaders with clear roles and responsibilities.
8. The campus will develop and support campus teachers by providing professional development once a month during staff learning, scheduled PLC and via NIET Coaching sessions.
9. The campus will increase campus attendance from 89 % to 95% for the 2026-2027 school year.
10. The campus will increase community and family engagement by increasing participation in campus events by 5% for the 2026-2027 school year.



Medio Creek Elementary Campus Performance Objectives

1. The overall performance of Reading STAAR will increase from 69% to 75% in Approaches from 42% to 50% in Meets, and from 20% to 28% in Masters
2. The overall performance of Math STAAR will increase from 61% to 75% in Approaches from 38% to 50% Meets, and from 11% to 28% in Masters.
3. The overall performance of Science STAAR will increase from 46% to 60% in Approaches from 22% to 30% Meets, and from 10% to 15% in Masters.
4. The overall performance of Special Education students in RLA STAAR, will increase from 26% to 36% in Approaches from 10% to 15% in Meets and from 4% to 7% in Masters. The overall performance of Special Education students in Math STAAR will increase from 24% to 34% in Approaches from 14% to 20% in Meets, and from 1% to 5% in Masters. The overall performance of Special Education students in Science STAAR will increase from 11% to 16% in Approaches from 0% to 5% in Meets, and from 0% to 5% in Masters
5. The overall performance of EB student in RLA STAAR, will increase from 41% to 45% in Meets, and from 13% to 18% in Masters. The overall performance of EB students in Math STAAR will increase from 62% to 70% in Approaches from 33% to 38% in Meets, and from 13% to 18% in Masters. The overall performance of EB students in Science STAAR will increase from 56% to 60% in Approaches from 33% to 38% in Meets, and from 0% to 10% in Masters. The TELPAS overall rate for EB students in TELPAS will increase from 31% to 55%.
6. LIP: 5.2: Instructional Planning for Effective Classroom Instruction
7. The campus will achieve a 95% staff retention rate for the 2025-2026 school year.
8. The campus will develop and support campus teachers by providing biweekly professional learning communities that will focus on rigor, data-driven instruction, and writing across content areas.
9. The campus will develop and support campus team leads to build their leadership skills by providing a book study using Dare to Lead, Energy Bus, Teachers who Lead, and Driven by Data.
10. The campus will increase campus attendance from 92% to 95% for the 2026-2027 school year.
11. The campus will increase community and family engagement by increasing participation in campus events by 10% for the 2026-2027 school year.



Juan M Alvarado Elementary Campus Performance Objectives

1. By the end of the 2026-2027 school year, Juan Alvarado Elementary will achieve an overall Reading STAAR performance of 75% or above at Approaches Grade Level or Above, 55% or above at Meets Grade Level or Above, and 22% or above at Masters Grade Level.
2. By the end of the 2026-2027 school year, Juan Alvarado Elementary will achieve an overall Math STAAR performance of 65% or above at Approaches Grade Level or Above, 40% or above at Meets Grade Level or Above, and 18% or above at Masters Grade Level.
3. By the end of the 2026-2027 school year, Juan Alvarado Elementary will achieve an overall Science STAAR performance of 65% or above at Approaches Grade Level or Above, 24% or above at Meets Grade Level or Above, and 8% or above at Masters Grade Level.
4. By the end of the 2026-2027 school year, Juan Alvarado Elementary will achieve the overall performance of Special Education students in RLA STAAR will meet or exceed 46% Approaches Grade Level or Above, 30% Meets Grade Level or Above, and 8% Masters Grade Level. The overall performance of Special Education students in Math STAAR will meet or exceed: 47% Approaches Grade Level or Above, 25% Meets Grade Level or Above, and 8% Masters Grade Level. The overall performance of Special Education students in Science STAAR will meet or exceed: 35% Approaches Grade Level or Above, 11% Meets Grade Level or Above, and 1% Masters Grade Level.
5. Juan Alvarado Elementary will provide a full-day Pre-Kindergarten program that meets state High-Quality Prekindergarten (HQPK) requirements, including appropriate staffing, student-to-teacher ratios, instructional supports, and services for all eligible students.
6. By the end of the 2026-2027 school year, Juan Alvarado Elementary will improve academic achievement and language proficiency outcomes for Emergent Bilingual students by meeting the following performance targets: RLA STAAR: 70% Approaches Grade Level or Above, 44% Meets Grade Level or Above, and 20% Masters Grade Level. Math STAAR: 73% Approaches Grade Level or Above, 38% Meets Grade Level or Above, and 20% Masters Grade Level. Science STAAR: 70% Approaches Grade Level or Above, 30% Meets Grade Level or Above, and 10% Masters Grade Level. TELPAS: 50% of Emergent Bilingual students will demonstrate at least one level of annual progress in English language proficiency.
7. By 10/2026, 100% of K-5 teachers will implement data-driven small group instruction in reading and math with fidelity and purpose.
8. Juan Alvarado Elementary will provide a full-day Pre-Kindergarten program that meets state High-Quality Prekindergarten (HQPK) requirements, including appropriate staffing, student-to-teacher ratios, instructional supports, and services for all eligible students.
9. The campus will achieve a 95% staff retention rate for the 2026-2027 school year.
10. The campus will develop and support campus teachers by providing professional development at least twice in the Fall and twice in the Spring, with a focus on rigor, data-driven instruction, and writing across content areas.
11. Develop campus instructional leaders with clear roles and responsibilities.

12. By the end of the 2026-2027 school year, Juan Alvarado Elementary will achieve and maintain an overall campus attendance rate of 94% or higher.
13. Strengthen Family and Community Partnerships Through Commitment to Service by providing regular opportunities for communication, collaboration, and engagement.
14. By the end of the 2026-2027 school year, Juan Alvarado Elementary will increase family and community engagement by establishing a PTA.