
Mrs. Julissa Fisher
Principal



Fort Sam Houston Elementary School

4351 Nursery Road
San Antonio, TX 78234
210-368-8800
Fax 210-368-8801
jfisher@fshisd.net

TO: Dr. Gary Bates, Superintendent
FROM:  Julissa Fisher, Principal
VIA: Lori Fuller, Teaching and Learning Coordinator
RE: Executive Summary – FSHE Campus Improvement Plan 2026-27
Date: October 14, 2026

Ft Sam Houston Elementary will use the following Performance Objectives to reach the goals set by the Board of Trustees for the 2026-2027 school year.

Goal 1 FSHE will recruit, support and retain a highly effective workforce.

- FSHE will conduct targeted outreach to attract diverse talent and will retain staff by providing ongoing prioritized professional learning opportunities, a supportive work environment that fosters collaboration and engagement to ensure all students benefit from high-quality instruction and a positive learning atmosphere.
- The campus will maintain efforts to welcome and support new employees throughout their first two years with FSHISD through a structured mentorship program, ongoing district professional learning, and collaborative educational opportunities.
- The campus will improve protocols for communication between admin, faculty, staff, parents and students by establishing transparent, consistent, and accessible communication channels that promote collaboration and engagement.

Goal 2 The percentage of 3rd grade students that score "meets grade level" or above on the State of Texas Assessment of Academic Readiness (STAAR) will increase from 68% to 71% in the area of Reading from Spring 2026 to Spring 2027.

- All new K through 3rd Grade teachers that are in need of completing the Science of Reading training will complete their Reading Academy during their first year of employment.
- Pre-K will increase the percentage from 82% to 85% on Kinder readiness as evident by their progress monitoring tools (CIRCLE/Mclass) and Kinder will increase their percentage from 82% to 85% by the end of 2027 school year.
- 1st and 2nd grade students will increase from 71% to 73% Readiness on their Mclass progress monitoring by the end of the 2027 school year.

Goal 3 The percentage of 3rd grade students that score "meets grade level" or above on the State of Texas Assessment of Academic Readiness (STAAR) will increase from 61% to 64% in the area of Math from Spring 2026 to Spring 2027.

- Pre-K will increase from 96 % to 98% Kinder readiness as evident by their universal screener (CIRCLE/Mclass) and Kinder will increase their percentage from 85% to 87% Readiness by the end of 2027 school year.

- 1st and 2nd grade will increase their Math Readiness on the universal screener from 54% to 58% by the end of the 2027 school year.

Goal 4 FSHE will continue to foster a supportive school culture where all students, staff, and community members feel welcomed, safe, and valued, by implementing activities that cultivate belonging, establish clear protocols for mental health and safety, creating opportunities for families and community members to participate in school activities and develop channels for stakeholders to share their experiences and suggestions.

- Host at least 1 stakeholder family engagement event per month during the 2026-2027 school year, actively incorporating events specifically designed to support, celebrate, and engage Emergent Bilingual students and their families.
- School safety procedures will continue to be reviewed, practiced, and improved as part of the ongoing effort to keep staff, students and parents updated of the methods in which the campus is ensuring the well-being of students.
- Staff will be capturing and sharing amazing, creative, thoughtful, positive "Shout Outs" at FSHE to maintain a positive School Culture.

Goal 5 The percentage of 5th grade students that score "meets grade level" or above on the State of Texas Assessment of Academic Readiness (STAAR) will increase from 56% to 58% in the area of Science from Spring 2026 to Spring 2027.

- Students will engage in hands-on investigations, ask questions, make predictions, and use evidence to explain scientific concepts related to life, physical, and Earth sciences.