Devine High School 2026–2027 Campus Improvement Goals and Objectives

---

Goal 1: Parents and community members will be informed, invested, and involved in supporting the school community to maintain high expectations and high achievement for all students

Performance Objective 1.1:
The campus will increase meaningful parent engagement by increasing participation in campus decision-making committees, advisory groups, family engagement activities, and school events.

Evaluation / Measurement:

- Documentation of parent and community engagement opportunities and participation.

- Evidence of collaboration through programs, events, and decision-making committees.

Performance Objective 1.2:
The campus will increase family capacity to support student learning by expanding access to instructional resources, family education opportunities, and two-way communication, resulting in increased parent participation in activities that reinforce student achievement.

Evaluation / Measurement:

- • Number and percentage of parents/community members serving on district and campus committees
- • Participation rates at family engagement events
- • Parent survey results regarding opportunities for involvement
- • Number of active community partnerships
- • Volunteer participation

Goal 2: All students will be encouraged to meet their full educational potential.

Performance Objective 2.1:
Increase the percent of students performing at Meets or higher in all tested subjects: Math from 52% to 54%, Eng. I from 56% to 58%, Eng. II from 61% to 63%, Science from 76% to 80%, and Social Studies from 74% to 80%.

Evaluation / Measurement:

- STAAR performance
- Local assessment data
- STAAR Progress Measures
- College, Career, and Military Readiness (CCMR) indicators
- SAT/ACT participation and performance

Performance Objective 2.2:
Increase the percent of students showing growth on the Math and RLA STAAR test: Math from 83% to 90% and RLA from 67% to 80%.

Evaluation / Measurement:

- Measurement: Growth performance on STAAR EOC

Performance Objective 2.3:
Increase College, Career, and Military Readiness (CCMR) performance indicators through expanded CTE program opportunities, student completers, and industry-based certifications (IBCs). 88% of the Class of 2027 will meet CCMR indicator

Evaluation / Measurement:

- Graduation rate
- Dropout rate
- TSIA2
- SAT/ACT
- Industry Based Certifications and course completion
- Dual Credit and OnRamps completion
- Military Enlistment

Performance Objective 2.4:
Increase the four-year graduation rate to at least 98% while maintaining an annual dropout rate of 0.3% or less

Evaluation / Measurement:

- Measurement: Federal Graduation rate

Goal 3: The district will provide a guaranteed and viable curriculum that ensures rigorous, engaging instruction aligned to the Texas Essential Knowledge and Skills (TEKS), while meeting the diverse learning needs of every student.

Performance Objective 3.1:
The campus will ensure 100% of curriculum documents, instructional resources, and common formative assessments are aligned to the TEKS and district expectations, resulting in a guaranteed and viable curriculum that is consistently implemented across all grade levels and content areas.

Evaluation / Measurement:

- • Common formative assessment implementation
- • Campus implementation monitoring
- • Curriculum Management Plan monitoring
- Lesson Plans

Performance Objective 3.2:
The campus will add two Distinction Designations with the 2027 Accountability rating and an additional two Distinction Designations with the 2028 Accountability rating.

Evaluation / Measurement:

- Measurement:Top 25 Percent Comparative Academic Growth and Top 25 Percent Comparative Closing the Gap.

Performance Objective 3.3:
The campus will increase the implementation of rigorous, student-centered instructional practices through instructional coaching, effective lesson design, and engaging learning experiences.

Evaluation / Measurement:

- • T-TESS instructional dimensions
- • Instructional coaching data
- • Student engagement indicators
- • Lesson plan reviews

Goal 4: The campus will recruit, develop, support, and retain highly qualified and effective personnel who are committed to continuous improvement and high levels of student achievement

Performance Objective 4.1:
The campus will recruit, hire, and retain highly qualified and effective personnel by maintaining competitive staffing levels, increasing employee retention, strengthening employee engagement, and fostering a positive organizational culture.

Evaluation / Measurement:
- • Teacher retention rate
- • Professional staff retention rate
- • Vacancy rate
- • Time-to-fill critical positions
- • Employee climate/culture survey results
- • Employee engagement/satisfaction data
- • New teacher retention

Performance Objective 4.2:
The campus will increase employee effectiveness through high-quality, job-embedded professional learning, instructional coaching, mentoring, leadership development, and timely evaluation and feedback, resulting in continuous professional growth and improved instructional effectiveness.

Evaluation / Measurement:
- • Professional development participation and completion
- • Instructional coaching cycles completed
- • New teacher mentoring participation
- • Teacher Incentive Allotment results
- • Evaluation completion rates
- • Growth in observation/evaluation data
- • Staff implementation of campus and district instructional expectations

---

Goal 5: The campus will provide a safe, orderly, and supportive learning environment that promotes student well-being, positive relationships, responsible citizenship, and academic success.

Performance Objective 5.1:
The campus will maintain safe, secure, and equitable learning environments on every campus by implementing comprehensive safety procedures, continuously evaluating emergency preparedness, promoting positive student behavior, and ensuring all students feel safe, valued, and supported. The district will earn a 100% pass rate on the intruder detection audit. The district will improve student well-being and engagement in school connectedness and belonging by maintaining at least a 96% average daily attendance rate, expanding access to social-emotional and mental health supports, and strengthening positive relationships among students, staff, families, and the community.

Evaluation / Measurement:

- • Completion of required safety audits and emergency drills
- • Compliance with district and campus safety plans
- • Reduction in discipline incidents
- • Student, staff, and family climate survey results related to safety and belonging
- • Threat assessment and safety compliance data
- ADA Report

Performance Objective 5.2:
The campus will improve student well-being and engagement in school connectedness and belonging by maintaining at least a 96% average daily attendance rate, expanding access to social-emotional and mental health supports, and strengthening positive relationships among students, staff, families, and the community.

Evaluation / Measurement:

- Average Daily Attendance (96% or higher)
- Chronic absenteeism rate
- Student engagement and climate survey results
- Family engagement participation
- Access to counseling and social-emotional supports
- Student behavior and connectedness indicators
- Participation in CTE, fine arts, athletics, clubs, dual credit, etc.
- Dropout rate

