Ector County Independent School District

Nimitz Middle School

2025-2026 Board Goals/Performance Objectives/Strategies

Table of Contents

Board Goals

Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

Performance Objective 1: By May 2026, the percentage of students achieving or exceeding their READING RIT goal will increase from 68% to 74%

Indicators of Success:
Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%

Evaluation Data Sources: MAP 2025-2026 EOY

Strategy 1 Details	Reviews			
Strategy 1: Use MAP Growth data to identify students not on track to meet their RIT goals and provide consistent, differentiated small group instruction during intervention/enrichment blocks.	**Formative**			**Summative**
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: 74% of students will meet or exceed Reading RIT scores **Staff Responsible for Monitoring:** Admin, MCL, IC, Teachers **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Enhance Professional Learning Communities (PLCs) to include regular MAP RIT goal monitoring, instructional planning tied to student needs, and progress checks.	**Formative**			**Summative**
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: 74% of students will meet or exceed Reading RIT scores **Staff Responsible for Monitoring:** MCLs, Admin, Teachers **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				

Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

Performance Objective 2: By May of 2025, the percentage of students achieving or exceeding their math RIT goal will increase from 36% to 42%

Indicators of Success:
Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%

Evaluation Data Sources: EOY MAP

Strategy 1 Details	Reviews			
Strategy 1: Use MAP Growth data to identify students not on track to meet their RIT goals and provide consistent, differentiated small group instruction during intervention/enrichment blocks.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: 42% of students will meet or exceed Math RIT scores **Staff Responsible for Monitoring:** Admin Team, MCL, Math Specialist, Teachers **TEA Priorities:** Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Enhance Professional Learning Communities (PLCs) to include regular MAP RIT goal monitoring, instructional planning tied to student needs, and progress checks.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: 42% of students will meet or exceed Math RIT scores **Staff Responsible for Monitoring:** Admin Team, MCL, Math Specialist, Teachers **TEA Priorities:** Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				

○ No Progress   ○ Accomplished   → Continue/Modify   ✗ Discontinue

Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

Performance Objective 3: By May of 2026, the percentage of students performing at the meets level on the Algebra I EOC will increase from 72.4% to 79% as measured by STAAR.

Indicators of Success:
English I - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 2026 Goal: 38%, Algebra I - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 30%

Evaluation Data Sources: 2026 STAAR EOC Score

Strategy 1 Details		Reviews			
Strategy 1: Teachers will use district checkpoints to assess student's achievement level and track growth as they work towards meeting masters performance objective. Teacher's will use PLCs to unpack standards and disaggregate data to further assess student's learning level and adjust lessons accordingly with reteach.		**Formative**			**Summative**
		Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase Meets from 72.4% to 79%					
Staff Responsible for Monitoring: Alg. 1 Teacher, Admin,					
TEA Priorities: Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction					
Strategy 2 Details		Reviews			
Strategy 2: Focus Tier 1 instruction on high-leverage, readiness TEKS that are most frequently tested and carry the most weight on the Algebra I EOC. 8th grade Algebra students will receive additional tutoring and intervention through IXL math and have access to tutoring before and after school.		**Formative**			**Summative**
		Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase in the number of students meeting grade level on the Alg. 1 EOC					
Staff Responsible for Monitoring: Alg 1 Teacher, Admin					
TEA Priorities: Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction					

○ No Progress   ○ Accomplished   → Continue/Modify   ✕ Discontinue

Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

Performance Objective 4: By May of 2026, the percentage of students performing at the Meets level on the 6th -8th grade Math STAAR will increase from 20% to 26%.

Indicators of Success:
Gr. 6 Math - % of 6th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 36%, Gr. 8 Math - % of 8th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 31%

Evaluation Data Sources: Checkpoints, BOYMAP, STAAR Interim, STAAR Test

Strategy 1 Details	Reviews			
Strategy 1: Teachers will utilize data to assess student achievement and will disaggregate checkpoints, BOY MAP, and interim data to track students' growth.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Increase in 7th grade meets performance measured by the 2026 STAAR **Staff Responsible for Monitoring:** MCL, Teachers, Admin Team **Title I:** 2.534, 2.535 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				
Strategy 2 Details	Reviews			
Strategy 2: Teachers will use district checkpoints to assess student's achievement level and track growth as they work towards meeting meets performance objective. Teacher's will use PLCs to unpack standards and disaggregate data to further assess students' learning level and adjust lessons accordingly with reteach	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Increase in 7th grade meets performance to 20% **Staff Responsible for Monitoring:** MCL, Teachers, Admin Team **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
Strategy 3: Through support of Region 18, curriculum, Department head, implementation of the PLC process, observations within classrooms, and coaching sessions to improve curriculum and teacher content knowledge of MathTEKS/standards.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Increase of students who MEET on the STAAR test **Staff Responsible for Monitoring:** Admin DC Teachers **Title I:** 2.535 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction				

⬭ No Progress ⬭ Accomplished ➡ Continue/Modify ✖ Discontinue

Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

Performance Objective 5: By May of 2026, the percentage of students performing at the Meets level on 6th-8th Reading STAAR will increase from 48% to 54%

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%, Gr. 6 Reading - % of 6th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 46%

Evaluation Data Sources: Checkpoints, STAAR Interim, STAAR 2026

Strategy 1 Details	Reviews			
Strategy 1: Using I-Ready data, BOY MAP data, and district checkpoint assessments teachers will use district checkpoints to assess student's achievement level and track growth as they work towards meeting meets performance objective. Teacher's will use PLCs to unpack standards and disaggregate data to further assess students learning level and adjust lessons accordingly with reteach	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Increase in 7th grade meets performance to 20% **Staff Responsible for Monitoring:** Teachers, Admin Team **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Teachers will use district checkpoints to assess student's achievement level and track growth as they work towards meeting meets performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly with reteach.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Increase in 7th grade meets performance to 20% **Staff Responsible for Monitoring:** Teachers, Admin Team **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction				

No Progress   Accomplished   Continue/Modify   Discontinue

Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

Performance Objective 6: Students overall achievement at meets or above on 8th grade SCIENCE STAAR will increase from 43% to 50% by the end of May 2026.

Indicators of Success:
Closing the Gaps RLA - The performance of ECISD high focus subgroup compared to their peers across the state of Texas - 2026 Goal: 37%

Evaluation Data Sources: STAAR Science, Checkpoints

Strategy 1 Details	Reviews			
Strategy 1: Using BOY MAP data, and district checkpoint assessments teachers will use district checkpoints to assess student's achievement level and track growth as they work towards meeting meets performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly with reteach	**Formative**			**Summative**
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Student achievement will increase to 50% on Meets STAAR **Staff Responsible for Monitoring:** Teachers, MCL, Admin **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Teachers will use district checkpoints and teacher-created tests to assess student's achievement level and track growth as they work towards meeting meets performance objective. Teacher's will use PLCs to disaggregate data to further assess student's learning level and adjust lessons accordingly with reteach	**Formative**			**Summative**
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Student achievement will increase to 50% on Meets STAAR **Staff Responsible for Monitoring:** Teachers, MCL, Admin **Title I:** 2.51, 2.534 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction **Funding Sources:** Title 1 Funds Region 18 - State Comp Ed				

No Progress   Accomplished   Continue/Modify   Discontinue

Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

Performance Objective 7: Students overall achievement at meets or above on 8th grade SOCIAL STUDIES STAAR will increase from 10% to 20% by the end of May 2026.

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%

Evaluation Data Sources: Social Studies STAAR

Strategy 1 Details	Reviews			
Strategy 1: Through support of Region 18, curriculum, Department head, implementation of the PLC process, observations within classrooms, and coaching sessions to improve curriculum and teacher content knowledge of SS TEKS/standards.	**Formative**			**Summative**
	Oct	Jan	Mar	May

Strategy's Expected Result/Impact: Increase teacher efficiency and content knowledge leading to growth in the area of MEETS as measured by the STAAR
    Staff Responsible for Monitoring: Teachers, Admin
 	
    Title I:
2.51
 - **TEA Priorities:**
Improve low-performing schools
 - **ESF Levers:**
Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Teachers will use district checkpoints to assess student's achievement level and track growth as they work towards meeting meets performance objective. Teacher's will use PLCs to disaggregate data to further assess student's learning level and adjust lessons accordingly with reteach	**Formative**			**Summative**
	Oct	Jan	Mar	May

Strategy's Expected Result/Impact: Increase teacher efficiency and content knowledge leading to growth in the area of MEETS as measured by the STAAR
    Staff Responsible for Monitoring: Teachers, Admin
 	
    Title I:
2.51
 - **TEA Priorities:**
Improve low-performing schools
    Funding Sources: Title 1 Funds Region 18 - State Comp Ed				

No Progress   Accomplished   Continue/Modify   Discontinue

Board Goal 2: The percentage of 3rd grade students reading at or above grade level will increase from 34% to 48% by May 2029.

Board Goal 3: The percentage of high school graduates considered College, Career or Military Ready will increase from 88% to 93% by May 2029.

Performance Objective 1: By May 2026, Nimitz will increase student awareness and engagement in college, career, and military readiness activities through the implementation of monthly CCMR-focused lessons, career exploration events, and student self-assessments, as measured by pre- and post-program surveys and participation tracking.

Indicators of Success:
College, Career, and Military Readiness - % of current seniors meeting at least one CCMR accountability indicator by the completion of their junior year - 2026 Goal: 37%,
School Connectedness - The belief held by students that adults and peers in the school care about their learning as well as about them as individuals - 2026 Goal: 52%

Evaluation Data Sources: AVID evidence, increase in students taking Honors level curriculum, increase across all contents and grades students performing at meets level.

Strategy 1 Details	Reviews			
Strategy 1: Nimitz AVID site team will meet monthly and will communicate AVID goals to teams and teachers, and will collect AVID evidence of the implementation of WICOR from all content area classrooms.	**Formative**			**Summative**

Strategy's Expected Result/Impact: Increase CCMR awareness and build student knowledge
    Staff Responsible for Monitoring: Admin, ACID Teacher
 	
    Title I:
2.535
 - TEA Priorities:
Connect high school to career and college
 - ESF Levers:
Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments
	Oct	**Jan**	**Mar**	**May**

Strategy 2 Details	Reviews			
Strategy 2: Nimitz will hold a CCMR fair campus-wide in the Spring to increase student awareness and exposure to college, career, and military readiness opportunities through an engaging and informative campus-wide fair.	**Formative**			**Summative**

Strategy's Expected Result/Impact: Increases awareness of college, career, and/or military options after attending the fair
    Staff Responsible for Monitoring: Admin, AVID, CIS
 	
    Title I:
2.535
 - TEA Priorities:
Connect high school to career and college
 - ESF Levers:
Lever 3: Positive School Culture, Lever 5: Effective Instruction
	Oct	**Jan**	**Mar**	**May**

No Progress   Accomplished   Continue/Modify   Discontinue

Generated by Plan4Learning.com

17 of 23

Campus #068901046
September 2, 2025 12:45 PM

Board Goal 3: The percentage of high school graduates considered College, Career or Military Ready will increase from 88% to 93% by May 2029.

Performance Objective 2: By May of 2026, student attendance will increase from 92% to 94%.

> **Indicators of Success:**
> Attendance - % of student daily attendance - 2026 Goal: 92.5%
>
> **Evaluation Data Sources:** Attendance Rates

Strategy 1 Details		Reviews		
Strategy 1: Nimitz will follow the tiered intervention for students with Chronic absenteeism by documenting calls home in Eduphoria. Teachers, Counselors, AP's, and Principal will call home and document in Eduphoria.		**Formative**		**Summative**
Strategy's Expected Result/Impact: Decrease in chronic absenteeism **Staff Responsible for Monitoring:** Admin Team **ESF Levers:** Lever 1: Strong School Leadership and Planning	**Oct**	**Jan**	**Mar**	**May**
Strategy 2 Details		**Reviews**		
Strategy 2: Nimitz will have attendance wars and the grade level with attendance at or above 94% will win a prize		**Formative**		**Summative**
Strategy's Expected Result/Impact: Increase in attendance **Staff Responsible for Monitoring:** Attendance clerk, Admin **ESF Levers:** Lever 1: Strong School Leadership and Planning	**Oct**	**Jan**	**Mar**	**May**
◯ No Progress ◯ Accomplished ➡ Continue/Modify ✖ Discontinue				

Board Goal 3: The percentage of high school graduates considered College, Career or Military Ready will increase from 88% to 93% by May 2029.

Performance Objective 3: By May of 2026, decrease the number of discipline referrals from 1360 to 1100.

Indicators of Success:
School Connectedness - The belief held by students that adults and peers in the school care about their learning as well as about them as individuals - 2026 Goal: 52%

Evaluation Data Sources: Discipline data reports

Strategy 1 Details			Reviews			
Strategy 1: Implementation of Emergent Tree and consistent expectations campus-wide. Respectful, Responsible, Ready			**Formative**			**Summative**
Strategy's Expected Result/Impact: Decreased number in referrals **Staff Responsible for Monitoring:** Admin, Discipline Clerk			**Oct**	**Jan**	**Mar**	**May**
Strategy 2 Details			**Reviews**			
Strategy 2: A campus culture of respect and accountability reinforced through consistent application of iLEAD principles, resulting in fewer chronic discipline incidents.			**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased student by-in and belonging **Staff Responsible for Monitoring:** Admin, MTSS Campus Behavior Coordinator **ESF Levers:** Lever 3: Positive School Culture			**Oct**	**Jan**	**Mar**	**May**
⬤ No Progress ⭕ Accomplished ➡️ Continue/Modify ❌ Discontinue						

Board Goal 4: Culture of Excellence

Performance Objective 1: Nimitz will raise the connectedness indicator within Panorama from 32% to 55%

    Evaluation Data Sources: Panorama Survey

Strategy 1 Details	Reviews			
Strategy 1: Nimitz will build a team culture of acceptance and diversity through iLead and Transformation Tables.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Over connectedness will increase with students and staff	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Admin **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 2 Details	Reviews			
Strategy 2: Nimitz will offer multiple opportunities for students and families to engage with the campus through Family Engagement, Open House, TELPAS parent night, and extra-curricular events.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student and family connectedness	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Admin **ESF Levers:** Lever 3: Positive School Culture				

⬤ No Progress   ⭕ Accomplished   ➡ Continue/Modify   ✖ Discontinue

Board Goal 4: Culture of Excellence

Performance Objective 2: To strengthen instructional practices and increase student engagement, campus leadership at Nimitz Middle School will implement a focused monitoring system that emphasizes:

Clear and aligned classroom objectives
High levels of academic rigor
Consistent use of multiple response strategies to raise the student participation ratio

Evaluation Data Sources: Strong Tier 1 instruction

Strategy 1 Details	Reviews			
Strategy 1: Administrators will conduct a minimum of ten classroom walkthroughs per week, focusing on the alignment between lesson objectives, instructional delivery, and student engagement strategies. Observations will be documented in Eduphoria, allowing for data-driven coaching cycles, targeted support, and continuous instructional improvement.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Strong Tier 1 instruction **Staff Responsible for Monitoring:** Principal **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Provide teachers with a ready-to-use toolkit of engagement strategies (e.g., cold call, whiteboards, turn and talk, equity sticks, choral response).	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Strong Tier 1 instruction **Staff Responsible for Monitoring:** Admin **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction				

○ No Progress　　　○ Accomplished　　　➡ Continue/Modify　　　✕ Discontinue

Board Goal 5: Classroom of Excellence

Performance Objective 1: Opportunity Culture is being implemented in more areas to maximize support, build capacity and rigorous instruction.

    Evaluation Data Sources: Improvement in Tier 1 instruction

Strategy 1 Details	Reviews			
Strategy 1: MCLs will lead PLCs in Reading, Math, and Science	**Formative**			**Summative**
Strategy's Expected Result/Impact: Teachers will be supported in planning effective, rigorous, well designed lessons and coaches in teaching best practices. **Staff Responsible for Monitoring:** Admin **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**

Strategy 2 Details	Reviews			
Strategy 2: Each teacher will make positive phone calls home each month, ensuring that 100% of students receive a positive contact from their teacher by the end of each month. Teachers will use class rosters and will be assigned a class period per month to call home and will document the conversation.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Positive behaviors, academic achievements, growth and character development. **Staff Responsible for Monitoring:** Principal				

◯ No Progress   ◯ Accomplished   → Continue/Modify   ✕ Discontinue