

Jarrell Independent School District

District Improvement Plan

2025-2026 Goals/Performance Objectives/Strategies



Mission Statement

Jarrell ISD:
For the benefit of our students,
we are one community.

Vision

The Jarrell Community:
Empowers future-ready citizens, provides opportunities,
inspires excellence, and cultivates innovation for all.

Value Statement

We Believe:

- In preparing all students for all phases of life.
- In educating the whole child.
- Every student will have equal access to educational opportunities.
- In providing a safe, nurturing environment for all students and staff.
- In attracting, retaining, growing, and supporting exceptional staff members.
- In being fiscally responsible.
- In recognizing and honoring our rich history and traditions.
- Community support and involvement are vital to district success
- In modeling and promoting integrity and citizenship

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Goals

Goal 1: Jarrell ISD will empower every student to share ownership in their learning to achieve success and reach their full potential.

Performance Objective 1: SP 1.1: Create real-world, relevant hands-on learning experiences.

Strategy 1 Details	Reviews			
Strategy 1: Implement STEAM activities on each campus to support math, science, and engineering. Strategy's Expected Result/Impact: Students will increase their awareness of how math, science, and engineering impact the world around them. Staff Responsible for Monitoring: Campus Administration	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Promote learning experiences that support the development of critical thinking, communication, collaboration, and creativity. Strategy's Expected Result/Impact: Evidence of the 4 C's embedded in lessons: critical thinking, communication, collaboration, and creativity. Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Jarrell ISD will empower every student to share ownership in their learning to achieve success and reach their full potential.

Performance Objective 2: SP 1.2: Provide all students with foundational academic knowledge and skills by meeting their individual needs.

Strategy 1 Details	Reviews			
Strategy 1: Analyze student data and create individual plans that support growth. Strategy's Expected Result/Impact: Administrators and teachers will be acutely aware of the needs of each student. Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Implement student goal setting and data trackers in math and reading Strategy's Expected Result/Impact: Students and parents will be informed about student growth and the supports needed. Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Jarrell ISD will empower every student to share ownership in their learning to achieve success and reach their full potential.

Performance Objective 3: Increase the percentage of 3rd-grade students who score at a Master's level performance on STAAR Reading and Math by 5%.

Strategy 1 Details	Reviews			
Strategy 1: Provide professional development to teachers that focuses on research-based instructional strategies in ELAR and math. Strategy's Expected Result/Impact: Increase students' scoring at the meets and master's level on the ELAR and math STAAR. Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Continue to ensure our teachers are trained in Reading Academies and understand the components of the science of teaching reading. Strategy's Expected Result/Impact: Teachers will be able to teach each element of reading instruction proficiently. Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Jarrell ISD will empower every student to share ownership in their learning to achieve success and reach their full potential.

Performance Objective 4: Increase the percentage of pre-kindergarten students who master rapid letter naming by 20%.

Strategy 1 Details	Reviews			
Strategy 1: Develop daily pre-kindergarten schedules that allow for reading stations and small-group reading. Strategy's Expected Result/Impact: Teachers will align instruction and be able to develop instructional plans to support each student. Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Provide professional development that focuses on foundational reading skills for pre-kindergarten students. Strategy's Expected Result/Impact: Teachers will be able to provide proficient instruction in foundational reading. Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Jarrell ISD will empower every student to share ownership in their learning to achieve success and reach their full potential.

Performance Objective 5: Increase the percentage of Kindergarten-2nd-grade students who meet the literacy composite benchmark by 20%.

Strategy 1 Details	Reviews			
Strategy 1: Utilize student beginning-of-year data to create individual success plans for students that support literacy. Strategy's Expected Result/Impact: Teachers will utilize data to address learning gaps and align their instruction to address those gaps. Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Develop daily schedules in K-2 ELAR classrooms that allow time for foundational skill development and early literacy skills. Strategy's Expected Result/Impact: Teachers will be able to complete all instructional elements in the reading block. Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Jarrell ISD will empower every student to share ownership in their learning to achieve success and reach their full potential.

Performance Objective 6: Increase the percentage of Kindergarten - 2nd-grade students who meet the mathematics benchmark by 20%.

Strategy 1 Details	Reviews			
Strategy 1: Implement consistent assessment tools that assess students' learning weekly. Strategy's Expected Result/Impact: Teachers will increase their awareness of specific students' needs and be able to adjust instruction. Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Provide small group training and support with math manipulative implementation. Strategy's Expected Result/Impact: Students' mastery of mathematical skills will increase. Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Jarrell ISD will empower every student to share ownership in their learning to achieve success and reach their full potential.

Performance Objective 7: Increase the percentage of 3rd- to 8th-grade students who score at the Meets level on STAAR Reading by 10% and on STAAR Math by 10%.

Strategy 1 Details	Reviews			
Strategy 1: Establish clear expectations for i-Ready personalized instruction in math and reading Strategy's Expected Result/Impact: Increase in math and reading scores 3-8. Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Implement student goal setting and data trackers in math and reading Strategy's Expected Result/Impact: Equip teachers with tools and resources to support data analysis. Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 1: Jarrell ISD will empower every student to share ownership in their learning to achieve success and reach their full potential.

Performance Objective 8: Increase the percentage of graduates who meet the raw score criteria for CCMR by 5%.

Strategy 1 Details	Reviews			
Strategy 1: Maintain the CCMR tracker to ensure outcome bonuses for multiple indicators Strategy's Expected Result/Impact: JHS will increase outcomes bonuses for CCMR accountability Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Implement the College Bridge program timeline Strategy's Expected Result/Impact: Provide students at all levels with the opportunity to meet CCMR Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Create a train-the-trainer model for designated staff to lead SAT and PSAT preparatory courses Strategy's Expected Result/Impact: Build a rigorous, sustainable SAT prep model and expand the number of trained teachers at JHS Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Implement a fall PSAT Prep Course and a spring SAT Prep Course with targeted students, utilizing materials from "More than a Teacher." Strategy's Expected Result/Impact: Increase SAT scores and the number of National Merit Scholars Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Jarrell ISD will empower every student to share ownership in their learning to achieve success and reach their full potential.

Performance Objective 9: Increase the percentage of graduates earning a TEA-approved industry certification by 10%.

Strategy 1 Details	Reviews			
Strategy 1: Provide professional development opportunities relevant to their CTE program of study and certifications Strategy's Expected Result/Impact: Increase teacher capacity and build retention Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Provide opportunities for students to complete career interest inventories and post-secondary goals aligned to CTE programs of study Strategy's Expected Result/Impact: Students will identify career interests while in middle school to select the appropriately aligned CTE program of study and complete an industry-approved certification Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Jarrell ISD will empower every student to share ownership in their learning to achieve success and reach their full potential.

Performance Objective 10: Increase the percentage of students meeting the criterion score on an AP exam by 5%.

Strategy 1 Details	Reviews			
Strategy 1: Establish clear expectations and guidance for AP testing throughout the school year Strategy's Expected Result/Impact: Increase the number of students who take and score a minimum of 3 on AP exams Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Enhance critical reading and critical writing skills through the use of DBQ projects as authentic writing assessments Strategy's Expected Result/Impact: Increase student achievement in reading comprehension and critical writing as evident in SAT, TSI, and EOC results Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Provide structured planning time for AP teachers to ensure alignment and consistent implementation of College Board materials Strategy's Expected Result/Impact: Increase the rigor of instruction to better align with AP assessments Staff Responsible for Monitoring: Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Implement AP mock exam schedule in early spring for all AP courses Strategy's Expected Result/Impact: Improve time management, identify knowledge gaps, and build confidence by simulating real exam conditions Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Jarrell ISD will retain quality staff and foster purposeful recruiting.

Performance Objective 1: 2.1: Develop a comprehensive retention plan that includes input from returning staff.

Strategy 1 Details	Reviews			
Strategy 1: Principals will survey staff and conduct stay interviews. Strategy's Expected Result/Impact: Increased percentage of teacher retention on TAPR. Staff Responsible for Monitoring: Principals and HR	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Increase the number of teachers eligible for the Teacher Incentive Allotment. Strategy's Expected Result/Impact: Receive approval from TEA to expand the number of teachers eligible for TIA submission. Staff Responsible for Monitoring: HR and Student Services	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Jarrell ISD will retain quality staff and foster purposeful recruiting.

Performance Objective 2: 2.2: Expand recruitment efforts for all staff with an emphasis on high need areas.

Strategy 1 Details	Reviews			
Strategy 1: Develop a mentoring and support plan for paraprofessionals in special education who are seeking teacher certification to work with students with low-incidence disabilities to fill this growing area of need. Strategy's Expected Result/Impact: Increase support for special education paraprofessionals and build for future growth. Staff Responsible for Monitoring: Special Education, Human Resources	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Develop a robust social media recruitment plan and use multiple platforms for recruiting. Strategy's Expected Result/Impact: Increase the number of qualified candidates applying for vacancies at JISD. Reduce the number of unfilled positions. Staff Responsible for Monitoring: Communications	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Jarrell ISD will retain quality staff and foster purposeful recruiting.

Performance Objective 3: 2.3: JISD will develop and implement programs that encourage and recognize employees to grow professionally

Strategy 1 Details	Reviews			
Strategy 1: Develop a mentor program with professional development opportunities, resources, and processes that support staff input and identified needs. Strategy's Expected Result/Impact: "Increase teacher retention and support first-year teachers." Staff Responsible for Monitoring: Student Services and Human Resources	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Continue to promote Aspiring Leaders Strategy's Expected Result/Impact: Recruitment of new teachers and retention of experienced teachers Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Jarrell ISD will equitably invest in innovative facilities supported by quality resources to ensure high-performing students and staff.

Performance Objective 1: 3.1: Establish processes to select & procure equitable resources that emphasize stakeholder input & feedback while being fiscally responsible for future growth & sustainability.

Strategy 1 Details	Reviews			
Strategy 1: Continue to monitor and update the Master Plan to effectively forecast population growth, demographics, school funding, and understand the needs of the community to properly plan for future facilities that are equitable for all student needs. Strategy's Expected Result/Impact: To proactively assess the future facility needs of the district as a result of our continued fast growth designation. Staff Responsible for Monitoring: CFO, Director of Facilities	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Jarrell ISD will equitably invest in innovative facilities supported by quality resources to ensure high-performing students and staff.

Performance Objective 2: "3.2 JISD will develop and implement the following Operations Plans: District Technology Plan and Refresh, District Maintenance Plan, and District Transportation Plan."

Strategy 1 Details	Reviews			
Strategy 1: Develop a timeline with the Directors for a master plan to address the operational needs of the district. Review District Maintenance needs, Transportation needs, and District Technology needs. Strategy's Expected Result/Impact: Recommend a timeline for technology refreshes, Transportation additional drivers and buses, and Maintenance/Custodial staff and supplies. Staff Responsible for Monitoring: CFO, Director of Transportation, Director of Facilities ,and Director of IT	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Jarrell ISD will equitably invest in innovative facilities supported by quality resources to ensure high-performing students and staff.

Performance Objective 3: 3.3 Create a comprehensive facilities master plan that includes the renovation of existing facilities and accounts for continued growth and the need for further expansions

Strategy 1 Details	Reviews			
Strategy 1: Continue to monitor demographic data to continue the process to evaluate the need for new renovations and/or expansion of facilities to ensure equitable results across the district. Strategy's Expected Result/Impact: Campus facility needs assessments will be completed before construction on campuses. Data from assessments and research will be used to develop quality construction plans that will meet the needs of all students and staff members on campuses. Staff Responsible for Monitoring: CFO, Director of Facilities	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: JISD will promote a culture that is safe, respectful and responsible.

Performance Objective 1: 4.1: Plan and deliver meaningful, targeted, and ongoing training for staff and students that addresses a safe, respectful, and responsible culture.

Strategy 1 Details	Reviews			
Strategy 1: Campus SRP and Safety Training Strategy's Expected Result/Impact: The staff will implement all safety expectations from the campus and district. Students and staff will be prepared for an emergency on campus. Staff Responsible for Monitoring: Campus administrators, Safety Administrator, Chief of JISD PD	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Campus Administration and Staff will train students on being respectful and responsible students. Administrators will train staff and students on the safety expectations on campus Strategy's Expected Result/Impact: Students and staff will create a safe, respectful, and responsible culture for the campus Staff Responsible for Monitoring: Campus Administrators, Staff, Safety Administrator, JISD PD	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: JISD will promote a culture that is safe, respectful and responsible.

Performance Objective 2: 4.2: Increase student attendance at each campus to reach a district student attendance rate of 96%.

Strategy 1 Details		Reviews			
Strategy 1: Recognize campuses with strong attendance each six weeks (97% or higher) Strategy's Expected Result/Impact: Increase student attendance Staff Responsible for Monitoring: Campus Administrations, Student Services & Communications		Formative			Summative
		Nov	Jan	Apr	June
Strategy 2 Details		Reviews			
Strategy 2: Continue to educate district and campus staff on attendance, monitoring, and accurate coding. Strategy's Expected Result/Impact: Increase student attendance Staff Responsible for Monitoring: Student Services & Discipline/Safety		Formative			Summative
		Nov	Jan	Apr	June
No Progress Accomplished Continue/Modify Discontinue					

Goal 4: JISD will promote a culture that is safe, respectful and responsible.

Performance Objective 3: "4.3: Develop a plan for the ongoing review of safety and security measures throughout the district and facilities in light of rules and regulations stemming from the 88th Legislation.

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Strategy 1 Details	Reviews			
Strategy 1: Weekly review of District Safety Needs Strategy's Expected Result/Impact: Campuses will meet the Safety requirements from TEA Staff Responsible for Monitoring: Safety Administrator, Chief of JISD PD, Assistant Superintendent of Human Resources	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Daily monitoring of facility safety and vehicle safety across the district Strategy's Expected Result/Impact: All JISD Facilities and vehicles will provide a safe environment for Staff and Students Staff Responsible for Monitoring: Safety Administrator, JISD PD	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: JISD will work to unify school and community by overcoming obstacles and working collaboratively to optimize partnerships.

Performance Objective 1: SP 5.1: Provide networking opportunities for businesses, organizations, and citizens that promote cohesion of resources.

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Strategy 1 Details	Reviews			
Strategy 1: Provide a resource fair to include local agencies and organizations that provide resources and support to our students and families, including jobs, internships, and financial assistance. Strategy's Expected Result/Impact: Inform and educate parents and students about opportunities. " Staff Responsible for Monitoring: Student Services & Communications	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Build relationships with military-connected families by obtaining the Purple Star designation for each campus in the District. " Strategy's Expected Result/Impact: Provide communication and resources for military-connected families. " Staff Responsible for Monitoring: Student Services & Communications	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: JISD will work to unify school and community by overcoming obstacles and working collaboratively to optimize partnerships.

Performance Objective 2: SP 5.2: Establish process and roles for community engagement and partnerships.

Strategy 1 Details	Reviews			
Strategy 1: Maintain partnerships with local agencies and organizations that provide resources and support to our students and families, including mentoring, internships, and financial assistance. Strategy's Expected Result/Impact: Increase and provide resources for the community. Staff Responsible for Monitoring: Student Services & Communications	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Increase community involvement by promoting district volunteer opportunities through Parent Teacher Organizations, mentorships, school supply drives and distributions, and other activities. Strategy's Expected Result/Impact: Inform and educate parents about opportunities. Staff Responsible for Monitoring: Student Services & Communications	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				