

**Robstown Independent School District**  
**Robstown Early College High School**  
**2023-2024 Performance Objectives**



# Mission Statement

Empower, Inspire, and Invest in our students and staff, igniting the best versions of themselves. Together, we positively impact our community and the world.

## Vision

Igniting Brilliance, Transforming Lives, Empowering Generations.

## Core Values

**Integrity**- doing what is right even when no one is looking.

**Responsibility**- is the willingness to take ownership of one's actions, choices, and obligations

**Perseverance**- the steadfast determination and resilience to overcome obstacles, setbacks, and challenges in the pursuit of goals.

**Service**- the act of selflessly contributing to the well being and betterment of students and others in our school district and the community.

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# Goals

**Goal 1:** Academic Achievement: Ensure all students receive high-quality TIER 1 instruction.

**Performance Objective 1:** Increase all areas of performance as measured by the state accountability system to increase the campus overall rating of C (73) to an B (83) or above scale score.

**Performance Objective 2:** Coach and teach students to engage in higher order thinking through instructional activities and practice tasks, undergirding TIER 1 instruction

**Performance Objective 3:** Equip and empower all instructional staff by enhancing the PLC process creating collective efficacy and supporting student outcomes.

**Performance Objective 4:** Implement and utilize Learning Walks that are non-evaluative/non judgmental to provide meaningful feedback to teachers on the implementation of TIER 1 instruction and the TIER 1 experience for students.

**Performance Objective 5:** Build capacity, increase teacher collective efficacy and drive student outcomes by providing coaching to all instructional leaders and teachers.

## **HB3 Goal**

**Performance Objective 6:** Meet the designation criteria or above in the Early College Blueprint outcome-based measures in Access(100%), Attainment (86%) and Achievement(80%) outcomes-based measures.

**Goal 2: Community Engagement:** Building from the current community engagement initiatives, we will expand partnerships with parents, families, and the broader community to ignite brilliance, transform lives and empower generations.

**Performance Objective 1:** Foster a welcoming and customer-focused environment where our entire RECHS team is committed to delivering fast, friendly, focused, and flexible service.

**Performance Objective 2:** Promote alignment of District mission, vision, and values among campus, at all events, and through all communication platforms.

**Goal 3:** Culture Matters. Ensure a positive, safe, and productive environment that fosters learning, creativity, and the opportunity to ignite brilliance, transform lives and empower generations.

**Performance Objective 1:** Elevate the importance of student attendance by monitoring and verifying student attendance to increase overall attendance to 93%.

**Performance Objective 2:** Ensure 100% compliance with safety protocols, drills and crisis management plan requirements.

**Performance Objective 3:** Provide wrap around services to parents and students focused on physiological support systems.

**Goal 4:** Greatest workplace on the planet. Recruit, retain and recognize high-quality staff to ignite brilliance, transform lives, and empower generations.

**Performance Objective 1:** Actively seek and attract talent utilizing competitive support structures, grow your own opportunities, and incentive programs to best meet the needs of our students.

**Performance Objective 2:** Create a joyful workplace that cultivates a sense of ownership, self-care, and excellence