

# **Cedar Hill Independent School District**

## **Plummer Elementary School**

### **2025-2026 Goals/Performance Objectives/Strategies**



# Mission Statement

To develop resilient scholars who excel academically and are empowered to serve.

## Vision

Vision

Unlocking Every Longhorns Potential.

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# Goals

**Goal 1:** Goal 1: The percentage of third graders at Meets+ on STAAR Reading will increase from 38% in August 2025 to 46% in August 2030

**Performance Objective 1:** Increase the percentage of K-2 Scholars above the 60th percentile on EOY MAP from 22% to 27%.

**Evaluation Data Sources:** MAP

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews   |     |     |           |
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| <b>Strategy 1:</b> K-2 Teachers will participate in a lesson internalization process through PLC at least once per month.<br><b>Strategy's Expected Result/Impact:</b> This strategy will provide clarity to what students should know and be able to do, clear up misconceptions, align the team, and increase teacher confidence in delivering the lesson.<br><b>Staff Responsible for Monitoring:</b> Principal, Instructional Specialist, and the teachers.<br><br><b>Title I:</b><br>2.51<br><b>- TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction<br><b>Problem Statements:</b> Student Learning 2 | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews   |     |     |           |
| <b>Strategy 2:</b> Teachers will implement tiered interventions to address gaps in skills.<br><b>Strategy's Expected Result/Impact:</b> It will promote growth for all students by closing gaps in skills for struggling readers, while proficient readers get enrichment.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Instructional Specialist<br>Teachers<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction<br><b>Problem Statements:</b> Student Learning 2                                                                                              | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  | Reviews   |     |     |           |
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| <b>Strategy 3:</b> Teachers will track data on individual students that will include individual data talks, communication with families, and goal-setting.<br><b>Strategy's Expected Result/Impact:</b> Promotes accountability, continuous improvement, and engages families.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Instructional Specialist<br>K-2 Teachers<br><br><b>Title I:</b><br>2.51<br>- <b>TEA Priorities:</b><br>Build a foundation of reading and math<br>- <b>ESF Levers:</b><br>Lever 5: Effective Instruction<br><b>Problem Statements:</b> Student Learning 2 |  | Formative |     |     | Summative |
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| <div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>                                                                                                                                                               |  |           |     |     |           |

**Performance Objective 1 Problem Statements:**

| Student Learning                                                                                                                                                             |
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| <b>Problem Statement 2:</b> Only 39% of students achieved Meets or higher in Reading. <b>Root Cause:</b> There is a lack of critical thinking skills in reading and writing. |

**Goal 1:** Goal 1: The percentage of third graders at Meets+ on STAAR Reading will increase from 38% in August 2025 to 46% in August 2030

**Performance Objective 2:** Increase the percentage of 3rd Grades scholars scoring Meets or Higher in Reading.

**Evaluation Data Sources:** MAP, STAAR

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |  | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Teacher will provided targeted daily small-group instruction.<br><b>Strategy's Expected Result/Impact:</b> Teachers can meet students where they are and increase student engagement.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Instructional Specialist<br>3rd Grade Teacher<br><br><b>Title I:</b><br>2.51<br><b>- TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction<br><b>Problem Statements:</b> Student Learning 2 |  | Formative |     |     | Summative |
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| <div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>                                                                                                                                                                                                                                                                                                                                                                                                       |  |           |     |     |           |

**Performance Objective 2 Problem Statements:**

| Student Learning                                                                                                                                                             |
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| <b>Problem Statement 2:</b> Only 39% of students achieved Meets or higher in Reading. <b>Root Cause:</b> There is a lack of critical thinking skills in reading and writing. |

**Goal 2:** Goal 2: The percentage of third graders at Meets+ on STAAR Math will increase from 36% in August 2025 to 51% in August 2030

**Performance Objective 1:** Increase the percentage of K-2 Scholars at or above the 60th percentile on EOY MAP 26% to 31%.

**Evaluation Data Sources:** MAP Student Profile Report in Math.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews   |     |     |           |
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| <b>Strategy 1:</b> K-2 Teachers will participate in a lesson internalization process through PLC at least once per month.<br><b>Strategy's Expected Result/Impact:</b> This strategy will provide clarity to what students should know and be able to do, clear up misconceptions, align the team, and increase teacher confidence in delivering the lesson.<br><b>Staff Responsible for Monitoring:</b> Principal, Instructional Specialist, and the teachers.<br><br><b>Title I:</b><br>2.51<br><b>- TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction<br><b>Problem Statements:</b> Student Learning 1 | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews   |     |     |           |
| <b>Strategy 2:</b> Teachers will implement tiered interventions to address gaps in skills.<br><b>Strategy's Expected Result/Impact:</b> It will promote growth for all students by closing gaps in foundational skills.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Instructional Specialist<br>Teachers<br><br><b>Title I:</b><br>2.51<br><b>- TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction                                                                                                                                                                     | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Reviews   |     |     |           |
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| <b>Strategy 3:</b> Teachers will track data on individual students that will include individual data talks, communication with families, and goal-setting.<br><b>Strategy's Expected Result/Impact:</b> Promotes accountability, continuous improvement, and engages families.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Instructional Specialist<br>K-2 Teachers<br><br><b>Title I:</b><br>2.51<br>- <b>TEA Priorities:</b><br>Build a foundation of reading and math<br>- <b>ESF Levers:</b><br>Lever 5: Effective Instruction | Formative |     |     | Summative |
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| <div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>                                                                                                              |           |     |     |           |

Performance Objective 1 Problem Statements:

| Student Learning                                                                                                                                                                               |
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| <b>Problem Statement 1:</b> Only 27% of students achieved Meets or higher in Math. <b>Root Cause:</b> There is a lack of foundational math skills needed to be successful in grade level math. |

**Goal 2:** Goal 2: The percentage of third graders at Meets+ on STAAR Math will increase from 36% in August 2025 to 51% in August 2030

**Performance Objective 2:** Increase the percentage of 3rd Grades scholars scoring Meets or Higher in STAAR Math 26% to 31%.

**Evaluation Data Sources:** STAAR

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Teacher will provided targeted daily small-group instruction.<br><b>Strategy's Expected Result/Impact:</b> Teachers can meet students where they are at and increase student engagement.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Instructional Specialist<br>3rd Grade Teacher<br><br><b>Title I:</b><br>2.51<br><b>- TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction<br><b>Problem Statements:</b> Student Learning 1 | Formative |     |     | Summative |
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| <div><div></div>No Progress<div></div>Accomplished<div></div>Continue/Modify<div></div>Discontinue</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                            |           |     |     |           |

**Performance Objective 2 Problem Statements:**

| Student Learning                                                                                                                                                                               |
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| <b>Problem Statement 1:</b> Only 27% of students achieved Meets or higher in Math. <b>Root Cause:</b> There is a lack of foundational math skills needed to be successful in grade level math. |

**Goal 3:** The percentage of scholars graduating CCMR- ready as measured by state accountability metrics, will increase from 80% in August 2025 to 90% in August 2030

**Performance Objective 1:** By June 2026, Plummer Elementary School will increase the percentage of students who achieve Meets and Masters in Reading from 26% to 41%

**Evaluation Data Sources:** STAAR

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Implement High Quality Tier 1 Instruction by teaching the right level of depth and complexity as the STAAR Assessment.<br><br><b>Strategy's Expected Result/Impact:</b> Strong Tier 1 instruction reduces the need for remediation by addressing learning objectives effectively the first time content is taught.<br><br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Instructional Specialist<br><br><b>Title I:</b><br>2.51<br>- <b>TEA Priorities:</b><br>Build a foundation of reading and math<br>- <b>ESF Levers:</b><br>Lever 5: Effective Instruction<br><b>Problem Statements:</b> Student Learning 2 | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Reviews   |     |     |           |
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| <b>Strategy 2:</b> Progress Monitoring of Growth toward Meets/Masters through administering curriculum unit assessments and district common assessments.<br><b>Strategy's Expected Result/Impact:</b> Students will demonstrate measurable growth toward achieving Meets and Masters grade-level performance on state assessments through consistent progress monitoring.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Academic Interventionist<br><br><b>Title I:</b><br>2.51<br>- <b>ESF Levers:</b><br>Lever 5: Effective Instruction<br><b>Problem Statements:</b> Student Learning 2                                                                                                                                                                                                                                       | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Reviews   |     |     |           |
| <b>Strategy 3:</b> Establish a calibration process that ensures the use of high quality instructional materials that have been district approved.<br><b>Strategy's Expected Result/Impact:</b> When teachers implement vetted, research-based materials with fidelity, instructional time is maximized, and students are consistently exposed to grade-level expectations. High-quality resources provide coherence across grade levels and subject areas, reducing instructional variability and ensuring equity for all learners.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Instructional Specialist<br><br><b>Title I:</b><br>2.51, 2.52<br>- <b>TEA Priorities:</b><br>Build a foundation of reading and math<br>- <b>ESF Levers:</b><br>Lever 5: Effective Instruction<br><b>Problem Statements:</b> Student Learning 2 | Formative |     |     | Summative |
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| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>                                                                                                                                                                                                                                                                                                                                                                                                                                              |           |     |     |           |

### Performance Objective 1 Problem Statements:

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| <b>Student Learning</b>                                                                                                                                                      |
| <b>Problem Statement 2:</b> Only 39% of students achieved Meets or higher in Reading. <b>Root Cause:</b> There is a lack of critical thinking skills in reading and writing. |

**Goal 3:** The percentage of scholars graduating CCMR- ready as measured by state accountability metrics, will increase from 80% in August 2025 to 90% in August 2030

**Performance Objective 2:** By June 2026, Plummer Elementary School will increase the percentage of students who achieve Meets and Masters in Math from 27% to 32%.

**Evaluation Data Sources:** STAAR

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Implement High Quality Tier 1 Instruction by teaching the right level of depth and complexity as the STAAR Assessment.<br><b>Strategy's Expected Result/Impact:</b> Strong Tier 1 instruction reduces the need for remediation by addressing learning objectives effectively the first time content is taught.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Instructional Specialist<br><br><b>Title I:</b><br>2.51<br>- <b>TEA Priorities:</b><br>Build a foundation of reading and math<br>- <b>ESF Levers:</b><br>Lever 5: Effective Instruction<br><b>Problem Statements:</b> Student Learning 1 | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
| <b>Strategy 2:</b> Progress Monitoring of Growth toward Meets/Masters through administering curriculum unit assessments and district common assessments.<br><b>Strategy's Expected Result/Impact:</b> Students will demonstrate measurable growth toward achieving Meets and Masters grade-level performance on state assessments through consistent progress monitoring.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Instructional Specialist<br><br><b>Problem Statements:</b> Student Learning 1                                                                                                                    | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
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| <b>Strategy 3:</b> Establish a calibration process that ensures the use of high quality instructional materials that have been district approved.<br><br><b>Strategy's Expected Result/Impact:</b> When teachers implement vetted, research-based materials with fidelity, instructional time is maximized, and students are consistently exposed to grade-level expectations. High-quality resources provide coherence across grade levels and subject areas, reducing instructional variability and ensuring equity for all learners.<br><br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Instructional Specialist<br><br><b>Title I:</b><br>2.51, 2.52<br>- <b>TEA Priorities:</b><br>Build a foundation of reading and math<br>- <b>ESF Levers:</b><br>Lever 5: Effective Instruction<br><b>Problem Statements:</b> Student Learning 1 | Formative |     |     | Summative |
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| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>                                                                                                                                                                                                                                                                                                                                                                                                                                                              |           |     |     |           |

### Performance Objective 2 Problem Statements:

| Student Learning                                                                                                                                                                               |
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| <b>Problem Statement 1:</b> Only 27% of students achieved Meets or higher in Math. <b>Root Cause:</b> There is a lack of foundational math skills needed to be successful in grade level math. |

**Goal 4:** The percentage of 8th graders achieving Meets+ on Science STAAR will grow from 34% in August 2025 to 48% in 2030

**Performance Objective 1:** Increase percentage of 3rd, 4th and 5th grade students reaching the 60th percentile or higher in MAP Science from 22% to 27%.

**Evaluation Data Sources:** MAP

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Implement weekly hands-on labs or inquiry-based investigations aligned with TEKS.<br><b>Strategy's Expected Result/Impact:</b> Students will develop a deeper conceptual understanding.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Instructional Specialist<br><br><b>Title I:</b><br>2.51<br>- <b>ESF Levers:</b><br>Lever 5: Effective Instruction<br><b>Problem Statements:</b> Student Learning 3                                                        | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
| <b>Strategy 2:</b> Use science notebooks for students to record observations, explanations, and reflections.<br><b>Strategy's Expected Result/Impact:</b> Encourages scientific thinking, builds metacognition, and supports literacy and vocabulary development.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Instructional Specialist<br><br><b>Title I:</b><br>2.51<br>- <b>ESF Levers:</b><br>Lever 5: Effective Instruction<br><b>Problem Statements:</b> Student Learning 3 | Formative |     |     | Summative |
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| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>                                                                                                |           |     |     |           |

**Performance Objective 1 Problem Statements:**

**Student Learning**

**Problem Statement 3:** Only 23% of students achieved Meets or higher in Science. **Root Cause:** There is a lack of foundational skills and knowledge of science concepts.

**Goal 5:** Increase average daily rate of attendance from 92% to 95% by the end of the 2025-2026 School Year.

**Performance Objective 1:** Reduce the percentage of student with 10 or more absences by 10% from the previous school year.

**Evaluation Data Sources:** Principal  
Assistant Principal  
Attendance Clerk  
Teachers

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Establish incentives for perfect attendance and improve attendance each marking period.<br><b>Strategy's Expected Result/Impact:</b> When students feel recognized and rewarded, they are more motivated to participate in school activities and learning.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Attendance Clerk<br><br><b>Title I:</b><br>2.531<br><b>- ESF Levers:</b><br>Lever 3: Positive School Culture<br><b>Problem Statements:</b> School Processes & Programs 1<br><b>Funding Sources:</b> - 211 - ESEA: Title I, Part A - \$500 | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reviews   |     |     |           |
| <b>Strategy 2:</b> Establish one parental involvement activity each month.<br><b>Strategy's Expected Result/Impact:</b> Build stronger home-school partnerships.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br><br><b>ESF Levers:</b><br>Lever 3: Positive School Culture<br><b>Problem Statements:</b> School Processes & Programs 1<br><b>Funding Sources:</b> Food, decorations, supplies - 211 - ESEA: Title I, Part A - \$500                                                                                                                                    | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
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| <b>Strategy 3:</b> 100% of students are involved in clubs or other extracurricular activities.<br><b>Strategy's Expected Result/Impact:</b> Students will develop a sense of belonging and they will be motivated to attend school when they know they can participate in activities beyond academics.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br><br><b>Title I:</b><br>2.52<br>- <b>ESF Levers:</b><br>Lever 3: Positive School Culture                                                                                                                                                                                                                                      | Formative |     |     | Summative |
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| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
| <b>Strategy 4:</b> Implement and monitor truancy prevention measures to increase student attendance and engagement.<br><b>Strategy's Expected Result/Impact:</b> Student attendance rates will increase, with a reduction in the number of students identified as truant or chronically absent. As a result, students will gain more instructional time, leading to improved academic performance, decreased discipline referrals, and stronger family-school partnerships<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Attendance Clerk<br><br><b>Title I:</b><br>2.52<br>- <b>ESF Levers:</b><br>Lever 3: Positive School Culture<br><b>Problem Statements:</b> Demographics 1 | Formative |     |     | Summative |
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| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>                                                                                                                                                                                                                                                                                               |           |     |     |           |

### Performance Objective 1 Problem Statements:

| Demographics                                                                                                                                                                                         |
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| <b>Problem Statement 1:</b> Only 92% of students were in attendance in the 2024-2025 school year. <b>Root Cause:</b> Truancy Measures need to be implemented with more consistency.                  |
| School Processes & Programs                                                                                                                                                                          |
| <b>Problem Statement 1:</b> Students report that they don't feel their voices are heard. <b>Root Cause:</b> Low involvement in leadership groups such PTA, Student Council, and Student Ambassadors. |