

Ector County Independent School District

Reagan Academic Magnet

2025-2026 Board Goals/Performance Objectives/Strategies



Mission Statement

The mission of Ector County ISD is to inspire and challenge every student to be prepared for success and to be adaptable in an ever-changing society.

Reagan's Mission Statement

The Elementary Magnet School at Reagan is committed to the belief that each student will develop to his potential within a positive learning community. Our students will demonstrate exemplary personal character, social responsibility, and intellectual, emotional, and physical excellence.

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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 of 2026, students performing at the Mastery level on 3rd-5th Math STAAR will increase from 50% to 51%.

Indicators of Success:

Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%, Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%, Closing the Gaps Math - The performance of ECISD high focus subgroup compared to their peers across the state of Texas - 2026 Goal: 31%, Gr. 3 Math - % of 3th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 35%, Gr. 5 Math - % of 5th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 41%

Evaluation Data Sources: STAAR, MAP, Checkpoints and Teacher created tests

Strategy 1 Details	Reviews			
Strategy 1: Reagan will be piloting Go Math curriculum. Strategy's Expected Result/Impact: We expect to raise MAP and STAAR scores Staff Responsible for Monitoring: Teachers, Leadership and Math Curriculum department TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Achievement 1	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Reagan teachers will be creating our own Checkpoint's based on curriculum we will be piloting. Strategy's Expected Result/Impact: Increase mastery level on STAAR and MAP Staff Responsible for Monitoring: Teachers, Leadership and Math curriculum Problem Statements: School Culture and Climate 1	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Problem Statements:

Student Achievement
Problem Statement 1: In the 2024-2025 STAAR Math 16% of 3rd-5th did not reach approaches level. Root Cause: Students needed more individual instruction within small groups.
School Culture and Climate
Problem Statement 1: In the 2024-2025 Panorama Engagement was at 55%. Root Cause: Students at or above grade level needs are not being met.





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 2026, students performing at the Mastery level on 3rd-5th Reading/Language Arts STAAR will increase from 62% to 63%.

HB3 Board Goal

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%, Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%, Closing the Gaps RLA - The performance of ECISD high focus subgroup compared to their peers across the state of Texas - 2026 Goal: 37%, Gr. 3 Reading - % of 3th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 36%, Gr. 5 Reading - % of 5th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 46%

Evaluation Data Sources: STAAR, MAP, Checkpoints and Teacher created tests

Strategy 1 Details	Reviews			
Strategy 1: Staff members will be Masked Readers monthly. Strategy's Expected Result/Impact: Encourage students to read and enjoying reading. Staff Responsible for Monitoring: Reagan staff and Leadership Problem Statements: School Culture and Climate 1	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Genre Challenge to encourage reading in all grade levels. Strategy's Expected Result/Impact: Students will love reading and try new genres. Staff Responsible for Monitoring: Librarian, Teachers and Leadership	Formative			Summative
	Oct	Jan	Mar	May
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Performance Objective 2 Problem Statements:

School Culture and Climate
Problem Statement 1: In the 2024-2025 Panorama Engagement was at 55%. Root Cause: Students at or above grade level needs are not being met.

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, students performing at the Mastery level on 3rd-5th Science STAAR will increase from 76% to 77%.

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

Evaluation Data Sources: STAAR Science 5th and MAP in lower grades

Strategy 1 Details	Reviews			
Strategy 1: Science Fair Strategy's Expected Result/Impact: Students will be able to learn and implement the Scientific Method. Staff Responsible for Monitoring: Teachers, Leadership	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Weekly Science Lab requirements Strategy's Expected Result/Impact: Science hands on activities will prepare students for 5th STAAR Staff Responsible for Monitoring: Teachers and Leadership	Formative			Summative
	Oct	Jan	Mar	May
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Board Goal 2: The percentage of 3rd grade students reading at or above grade level will increase from 34% to 48% by May 2029.





Performance Objective 1: The percentage of students in Kindergarten through Third grade achieving or exceeding their Reading RIT goal will increase from 55% to 56% by May 2026.

HB3 Board Goal

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%, Gr. 3 Reading - % of 3th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 36%

Evaluation Data Sources: MAP, Teacher created tests

Strategy 1 Details	Reviews			
Strategy 1: Young Author Books Strategy's Expected Result/Impact: Students will create a Young Author Book to present to parents at the end of the year. Staff Responsible for Monitoring: Teachers and Leadership TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Author visit for Primary grades Strategy's Expected Result/Impact: Author will encourage students reading and writing to build a strong foundation for learning. Staff Responsible for Monitoring: Teachers, Leadership and PTO TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
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Board Goal 2: The percentage of 3rd grade students reading at or above grade level will increase from 34% to 48% by May 2029.

Performance Objective 2: The percentage of students in First grade achieving or exceeding their Reading RIT goal will increase from 53% to 55% by 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: MAP, small group data, Teacher created tests

Strategy 1 Details	Reviews			
Strategy 1: Read Across America Strategy's Expected Result/Impact: Students will want to improve reading skills. Staff Responsible for Monitoring: Teachers and Leadership TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Small Group Strategy's Expected Result/Impact: Small group instruction will help meet targeted needs for every student. Staff Responsible for Monitoring: Teachers and Leadership TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Board Goal 2: The percentage of 3rd grade students reading at or above grade level will increase from 34% to 48% by May 2029.





Performance Objective 3: By May of 2026, students performing at the Mastery level on 3rd grade Reading Language Arts STAAR will increase from 50% to 51% in English and 33% to 34% in Spanish.

HB3 Board Goal

Indicators of Success:

Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%, Closing the Gaps RLA - The performance of ECISD high focus subgroup compared to their peers across the state of Texas - 2026 Goal: 37%, Gr. 3 Reading - % of 3th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 36%

Evaluation Data Sources: STAAR, MAP, iReady, Checkpoints and Teacher tests





Strategy 1 Details	Reviews			
Strategy 1: Novel Study Strategy's Expected Result/Impact: Teachers will spark students curiosity and encourage reading. Staff Responsible for Monitoring: Teachers and Leadership TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Author visit for upper grades Strategy's Expected Result/Impact: Author will encourage improving Reading and Writing skills. Staff Responsible for Monitoring: Teachers, Leadership and PTO TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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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: School Connectedness Panorama data will increase from 69% to 70% by May 2026.

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: Panorama Survey, Teacher observation and Leadership observation

Strategy 1 Details	Reviews			
Strategy 1: First Priority Strategy's Expected Result/Impact: Students will feel connected and work harder. Staff Responsible for Monitoring: First Priority leaders and Leadership ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: All-Star Monthly Luncheon Strategy's Expected Result/Impact: Students will help build their connections within school. Staff Responsible for Monitoring: Counselor and leadership ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				





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: School belonging Panorama data will increase from 69% to 70% by May 2026.

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: Panorama Survey, Teacher observation and Leadership observation

Strategy 1 Details	Reviews			
Strategy 1: Honor Choir Strategy's Expected Result/Impact: Give students other areas to show their Gifted talents Staff Responsible for Monitoring: Music teacher and Leadership Problem Statements: School Culture and Climate 1	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: After School Sports Strategy's Expected Result/Impact: Students will show talents in other areas that encourage thinking skills Staff Responsible for Monitoring: Coaches and Leadership Problem Statements: School Culture and Climate 1	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: All-Star of the Month Strategy's Expected Result/Impact: Students will strive to work toward monthly character traits. Staff Responsible for Monitoring: Counselor, Leadership and teachers Problem Statements: School Culture and Climate 1	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Problem Statements:

School Culture and Climate
Problem Statement 1: In the 2024-2025 Panorama Engagement was at 55%. Root Cause: Students at or above grade level needs are not being met.





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: Student daily attendance will increase from 96.1% to 96.3% by May 2026.

Indicators of Success:

Attendance - % of student daily attendance - 2026 Goal: 92.5%





Evaluation Data Sources: Weekly attendance Dashboard, SQL reports

Strategy 1 Details	Reviews			
Strategy 1: Attendance Tracker Strategy's Expected Result/Impact: Students will track their own attendance to encourage them to be at school daily. Staff Responsible for Monitoring: Teachers, Attendance Clerk and Leadership team ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Weekly Attendance Recognition Strategy's Expected Result/Impact: Students will want to be at school for weekly recognition of class within each grade level with best attendance. Staff Responsible for Monitoring: Students, Teachers and Leadership ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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 4: Discipline infractions will decrease from seven to five by May 2026.





Evaluation Data Sources: Discipline Log, Focus

Strategy 1 Details	Reviews			
Strategy 1: Monitor system of Watch, Warning and Growth Plan Strategy's Expected Result/Impact: Open communication with students and parents will decrease discipline issues. Staff Responsible for Monitoring: Staff and Leadership ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Saturday Detention Strategy's Expected Result/Impact: Students will not want to come to Saturday detention, so they will improve their behavior. Staff Responsible for Monitoring: Teachers and Leadership ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Board Goal 4: Classroom Excellence

Performance Objective 1: Reagan's certified teachers will increase from 91.6% to 100% by May 2026.





Evaluation Data Sources: Leadership check ins, Teacher certification tests

Strategy 1 Details	Reviews			
Strategy 1: Uncertified teachers will do a monthly check-in with Leadership Strategy's Expected Result/Impact: Uncertified teachers will become certified by the end of the year. Staff Responsible for Monitoring: Leadership TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Buddy Teachers Strategy's Expected Result/Impact: 100% of teachers fully certified by the end of the year. Staff Responsible for Monitoring: Buddy teacher and Leadership TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Board Goal 4: Classroom Excellence

Performance Objective 2: Reagan's ESL certified teaches will increase from 54% to 65% by May 2026.

Evaluation Data Sources: Leadership check ins, Teacher certification test

Strategy 1 Details	Reviews			
Strategy 1: Encourage teachers to get their ESL certification. Strategy's Expected Result/Impact: More teachers will be certified by the end of the year. Staff Responsible for Monitoring: Teachers and Leadership TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Reagan Staff Recognition Strategy's Expected Result/Impact: Teachers will be encouraged to complete their ESL certification. Staff Responsible for Monitoring: Teachers and Leadership TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Board Goal 4: Classroom Excellence

Performance Objective 3: Reagan teacher retention will increase from 82.9% to 85% by May 2026.

Evaluation Data Sources: End of year retention data

Strategy 1 Details	Reviews			
Strategy 1: Campus Mentoring Strategy's Expected Result/Impact: Teachers will feel supported and want to stay in education. Staff Responsible for Monitoring: Teachers and Leadership TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Veteran Teachers presentation of Reagan Expectations Strategy's Expected Result/Impact: Teachers will have more buy in with expectations when they are presented by their peers. Staff Responsible for Monitoring: Teachers and Leadership TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
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Board Goal 5: Culture of Excellence

Performance Objective 1: Reagan will be an AVID Kindergarten through Fifth campus by May 2026.

Evaluation Data Sources: AVID PD, Leadership support

Strategy 1 Details	Reviews			
Strategy 1: AVID board Strategy's Expected Result/Impact: Teachers and students will create displays for monthly strategies to learn AVID strategies. Staff Responsible for Monitoring: Teachers and Leadership, AVID Team	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Depth and Complexity Boards Strategy's Expected Result/Impact: Staff and guests will see displays of rigorous learning and encourage the learning process. Staff Responsible for Monitoring: Staff and Leadership TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: School Culture and Climate 1	Formative			Summative
	Oct	Jan	Mar	May
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

Performance Objective 1 Problem Statements:

School Culture and Climate
Problem Statement 1: In the 2024-2025 Panorama Engagement was at 55%. Root Cause: Students at or above grade level needs are not being met.

Board Goal 5: Culture of Excellence

Performance Objective 2: Student Engagement on Panorama will increase from 55% to 60% by May 2026.

Evaluation Data Sources: Panorama Data, Teacher and Leadership observations

Strategy 1 Details	Reviews			
Strategy 1: Tinker Tuesday Strategy's Expected Result/Impact: Students will exposed to rigorous activities weekly that encourages learning in content areas. Staff Responsible for Monitoring: Staff and Leadership TEA Priorities: Build a foundation of reading and math Problem Statements: School Culture and Climate 1	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Bookworm Books Strategy's Expected Result/Impact: Students will work to get a nomination from teachers to be entered in weekly Bookworm drawing. Students will build their own libraries. Staff Responsible for Monitoring: Teachers and Leadership TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1	Formative			Summative
	Oct	Jan	Mar	May
<div><div></div>No Progress<div></div>Accomplished<div></div>Continue/Modify<div></div>Discontinue</div>				





Performance Objective 2 Problem Statements:

School Culture and Climate
Problem Statement 1: In the 2024-2025 Panorama Engagement was at 55%. Root Cause: Students at or above grade level needs are not being met.

Board Goal 5: Culture of Excellence

Performance Objective 3: Reagan teachers will increase certification in Blended Learning coursework from 48.17% to 52% by May 2026.

Evaluation Data Sources: Blended Learning Coursework log

Strategy 1 Details	Reviews			
Strategy 1: Challenge to earn UTeach credits TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Walkthroughs to monitor Blended Learning Strategy's Expected Result/Impact: Teachers will use more Blended Learning strategies within their classrooms. Staff Responsible for Monitoring: Teachers, Blended Learning Team and Leadership TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				