

# Navarro Independent School District



## Navarro Intermediate School

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

Board Approval Date:  
September 29, 2025

# Table of Contents

Goal 1 : Navarro Intermediate will provide a safe, secure, and supportive learning environ...	3
Goal 2 : Navarro Intermediate will foster and support a professional learning community t...	11
Goal 3 : Navarro Intermediate will maximize academic performance, support social and e...	13

# Goal 1

Navarro Intermediate will provide a safe, secure, and supportive learning environment for all staff and students.

## Performance Objective 1

NIS will promote a safe school environment, consistent counseling program, student wellness, and provide character development opportunities in order to build positive relationships with all stakeholders.

**Summative Evaluation:** Some progress made toward meeting Performance Objective

### Strategy 1

Teachers will follow a consistent standard for behavior intervention using a PBIS model. As the teachers establish expectations for student behaviors, and consistently follow the PBIS model, office referrals and time out of instruction are expected to decrease.

**Strategy's Expected Result/Impact:** Decreased discipline referrals ; Increased parent communication; Increased instructional time with fewer classroom disruptions

**Staff Responsible for Monitoring:** Administrators, Teachers, Discipline Committee

**Funding Sources:** Local Funds,

**ESF Levers:** Lever 3: Positive School Culture

#### Formative Reviews

Moderate Progress

October

Moderate Progress

January

April

July

### Strategy 2

The NIS campus will provide monthly positive behavioral supports (awards) for students. The campus will use our Positive PAWS where students will earn whole class rewards from their teacher along with individual PAWS where a drawing will be held each Friday. Two students from each grade will be drawn and they will come to the office for a prize each week.

**Strategy's Expected Result/Impact:** Positive PAWS; Student Performance; Student of the Month

**Staff Responsible for Monitoring:** Administrators, Teachers, Discipline Committee

**Funding Sources:** Local Funds,

#### Formative Reviews

Moderate Progress

Moderate Progress

### Strategy 3

The NIS Counselor and Behavior Specialist will provide conflict resolution and social skills training to students who exhibit a need.

**Strategy's Expected Result/Impact:** Crisis Intervention, prevention

**Staff Responsible for Monitoring:** Counselor, Behavior Specialist

**Funding Sources:** Local Funds,

#### Formative Reviews

Some Progress

October

Moderate Progress

January

April

July

### Strategy 4

The counselor and nurse will collaborate with community resources to provide services to students and families in need.

**Strategy's Expected Result/Impact:** Families will be connected to community service organizations when needed. Resources will be identified and facilitated.

**Staff Responsible for Monitoring:** Counselor; Nurse

**Funding Sources:** Local Funds,

#### Formative Reviews

Some Progress

October

Moderate Progress

January

April

July

### Strategy 5

A gender based lesson on maturation will be taught in 5th classes, utilizing the district approved "SHARE" program.

**Strategy's Expected Result/Impact:** Increase the knowledge and understanding of wellness, hygiene and maturation

**Staff Responsible for Monitoring:** Counselor, Nurse

**Funding Sources:** Local Funds,

## Formative Reviews

No Progress

**October**

No Progress

**January**

**April**

**July**

## Strategy 6

Bullying and Sexual Harassment issues will be covered through Counselor curriculum, Leader in Me, and Panther Kindness Club. The Stop It application will be used as an anonymous reporting method. PTO also has a presenter that comes each year for an anti-bullying presentation as well.

**Strategy's Expected Result/Impact:** Issues are addressed in a timely manner and students have a safe method to report issues.

**Staff Responsible for Monitoring:** Counselor, Teachers and Administrators

**Funding Sources:** Local Funds,

## Formative Reviews

Some Progress

**October**

Some Progress

**January**

**April**

**July**

## Strategy 7

The NIS Campus will support before and after school extra-curricular activities to include Student Council, Honor Society, Shake Club, Art Club, Drama/Musicals, Name That Book Club, Girl Scouts, Running Club, and Choir to name a few.

**Strategy's Expected Result/Impact:** Students will have early access to extra-curricular activities Student participation in extra curricular activities will increase

**Staff Responsible for Monitoring:** Administrators, Teachers, Coaches, Parents

## Formative Reviews

Moderate Progress

**October**

Considerable Progress

**January**

**April**

**July**

## Strategy 8

The NIS Campus will promote a healthy lifestyle through physical education curriculum and wellness objectives. In addition, campus wide activities such as Red Ribbon Week, Jump Rope for Heart, Color Run, Reindeer Run, Field Day, and community service projects will be implemented.

**Strategy's Expected Result/Impact:** SHAC documentation  
Active student participation  
Increased student physical activity and increased Fitness Gram scores

**Staff Responsible for Monitoring:** Administrators, Staff

### Formative Reviews

Considerable Progress

October

Moderate Progress

January

April

July

## Strategy 9

Conduct regular campus emergency drills in accordance with the district crisis management plan. Drills will include lock-downs, ALICE, tornado/weather, and fire.

**Strategy's Expected Result/Impact:** Increased knowledge of an expected and timely response  
Log of campus drills

**Staff Responsible for Monitoring:** Administrators, Teachers and staff

### Formative Reviews

Considerable Progress

October

Moderate Progress

January

April

July

## Strategy 10

Utilize identification security measures. All students and staff wear ID badges on campus.

**Strategy's Expected Result/Impact:** Use of RAPTOR; Visitor Logs; Student and faculty badges

**Staff Responsible for Monitoring:** Administrators and Office Staff

### Formative Reviews

Considerable Progress

October

Moderate Progress

January

April

July

## Strategy 11

Student leadership opportunities on campus will be developed and encouraged. Student Council will plan meaningful leadership activities for all students and attend a Leadership Conference as well. Panther Kindness Club will be implemented.

**Strategy's Expected Result/Impact:** Creation of groups; sign-in sheets

**Staff Responsible for Monitoring:** Administrators, Counselor, Teachers, Group Leaders

## Formative Reviews

Considerable Progress

October

Moderate Progress

January

April

July

## Performance Objective 2

NIS will maintain a variety of open communications between the staff, parents, students and community members in order to keep them informed of activities, meetings, celebrations, and student performances.

**Summative Evaluation:** Significant progress made toward meeting Performance Objective

## Strategy 1

Parents and community members will be included in campus improvement and planning committees. Their feedback and input will help to develop campus goals that will further enhance a positive learning environment.

**Strategy's Expected Result/Impact:** Increased parent attendance at site-based decision meetings. Parent surveys will provide valuable feedback

**Staff Responsible for Monitoring:** Principal, AP

**Funding Sources:** Local Funds,

## Formative Reviews

Considerable Progress

October

Moderate Progress

January

April

July

## Strategy 2

Parents and community members will be informed of school activities and academic performance. Information will be disseminated through weekly campus newsletters, the campus website, Facebook, and Parent Square.

**Strategy's Expected Result/Impact:** Parent Surveys, Campus newsletter, Campus website and Social Media pages

**Staff Responsible for Monitoring:** Administrators, Teachers and Campus Webmaster

**Funding Sources:** Local Funds,

## Formative Reviews

Considerable Progress

October

Moderate Progress

January

April

July

### Strategy 3

Provide written information to parents in their native language when needed and provide bilingual assistance at parent trainings or meetings.

**Strategy's Expected Result/Impact:** Increased communication to all campus stakeholders

**Staff Responsible for Monitoring:** Administrators, Counselor, Teachers, Office Staff, Bilingual Staff

**Funding Sources:** Local Funds,

#### Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

### Strategy 4

Continue to collaborate with the campus PTO to foster community and school relationships.

**Strategy's Expected Result/Impact:** Monthly PTO meetings  
Parent Surveys to identify campus wants and needs

**Staff Responsible for Monitoring:** Administrators, Staff, PTO Representatives

**Funding Sources:** Local Funds,

#### Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

### Strategy 5

Teachers will maintain communication with parents through email, ParentSquare text alerts, and telephone calls.

**Strategy's Expected Result/Impact:** Parent communication will become more frequent  
Increased positive communication  
Parents will be informed of important campus issues  
Parent Surveys will provide feedback to improve communication efforts

**Staff Responsible for Monitoring:** Teachers

**Funding Sources:** Local Funds,

#### Formative Reviews

Considerable Progress

October

Considerable Progress

January

April

July

## Strategy 6

The NIS Campus will provide frequent parent involvement activities such as Meet the Teacher, Open House, Math/Literacy Nights, Science Night, Book Fair Night, Musicals, Trunk or Treat, Art Showcase, Student led Conferences, and Music Performances.

**Strategy's Expected Result/Impact:** Increased parental involvement  
Sign In Sheets to track attendance and participation

**Staff Responsible for Monitoring:** Administrators, Teachers, Counselor

**Funding Sources:** Local Funds, , Title I Funds,

### Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

## Strategy 7

Teachers will submit weekly lesson plans in Beacon and input grades in a timely manner in the Gradebook Portal.

**Strategy's Expected Result/Impact:** T-TESS expectations will be met for designing engaging lessons  
There will be an Increase in timely communication of grades to parents through the Grade Portal

**Staff Responsible for Monitoring:** Administrators, Teachers

**Funding Sources:** Local Funds,

### Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

## Strategy 8

The campus will maintain and update a campus website.

**Strategy's Expected Result/Impact:** Open communication between parents and school.

**Staff Responsible for Monitoring:** Campus Webmaster

### Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

## Strategy 9

All students will receive basic internet safety training during Computer and Library classes. The campus will comply with CIPA (Children's Internet Protection Act) standards.

**Strategy's Expected Result/Impact:** Students have an increased knowledge and understanding of Internet Safety protocols.  
Parent Surveys will identify concerns  
Campus or Classroom Newsletters will further address and reinforce these protocols

**Staff Responsible for Monitoring:** Technology Teacher, Administrators, Instructional Technology Specialist, Teachers, Counselor

**Funding Sources:** Local Funds,

**Formative Reviews**



# Goal 2

Navarro Intermediate will foster and support a professional learning community that attracts, develops, and retains a highly qualified staff that engages all students.

## Performance Objective 1

The Navarro Intermediate school will hire and retain highly qualified teachers by providing relevant professional development and robust mentoring programs for new teachers.

**Summative Evaluation:** Significant progress made toward meeting Performance Objective

### Strategy 1

Provide staff development opportunities for technology integration strategies and the SAMR model.

**Strategy's Expected Result/Impact:** Technology will be seamlessly integrated into classroom lesson plans and instruction  
Technology skills will advance to the Redefinition stage of the SAMR model

**Staff Responsible for Monitoring:** Administrators, Instructional Technology Specialist, Campus Librarian, Teachers

**Funding Sources:** Local Funds,

#### Formative Reviews

Some Progress

October

Moderate Progress

January

April

July

### Strategy 2

All teachers and paraprofessionals will meet state and federal guidelines for certification.

**Strategy's Expected Result/Impact:** HQ Teacher Report

**Staff Responsible for Monitoring:** Principal

**Funding Sources:** Title II Funds, , Local Funds,

#### Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

### Strategy 3

New staff will receive meaningful orientation training and ongoing mentoring supports.

**Strategy's Expected Result/Impact:** Teacher Retention Rate

**Staff Responsible for Monitoring:** Chief Instructional Officer, Administrators, Mentor Teachers

**Funding Sources:** Local Funds, , Title II Funds,

#### Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

### Strategy 4

The NIS Campus will support vertical PLC and team meetings across the campus and district.

**Strategy's Expected Result/Impact:** PLC Notes

**Staff Responsible for Monitoring:** Administrators, Chief Instructional Officer, IC's

#### Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

### Strategy 5

Campus will provide opportunities for teachers to obtain certifications in high need areas.

**Strategy's Expected Result/Impact:** Certification completion by teachers.

**Staff Responsible for Monitoring:** Principal

#### Formative Reviews

Some Progress

October

Some Progress

January

April

July

### Performance Objective 2

Assure that our teachers are provided with the training and resources to meet the needs of our overall student populations with our fast growing community.

# Goal 3

Navarro Intermediate will maximize academic performance, support social and emotional growth, challenge students to their highest potential, and develop college and career readiness.

## Performance Objective 1

Navarro Intermediate will strive to improve proficiency in math and reading for all students in the approaches category to 90%, meets to at least 60% , and masters to 30% across grade levels 3-5 for the State Accountability Standards. The NIS campus will make significant progress toward increased student achievement for our SpEd and EB groups. Our EB group to at least 50% meets in both reading and math and our SpEd sub pop to at least 25% meets in math and reading for grades 3-5.

**Evaluation Data Source:** 2026 State Accountability Summary

### Strategy 1 Additional Targeted Support Strategy

Teachers will use common assessments, MAP Screeners, unit tests, benchmarks, and informal assessments in Reading, Math, Writing, Social Studies and Science to make targeted interventions.

**Strategy's Expected Result/Impact:**

Failure rate; STAAR scores

**Staff Responsible for Monitoring:** Administrators, Classroom Teachers

**Funding Sources:** Local Funds,

#### Formative Reviews

Some Progress

October

Moderate Progress

January

April

July

### Strategy 2 Additional Targeted Support Strategy

All students who have not shown growth on formal/informal assessments will receive intensive, targeted remediation.

**Strategy's Expected Result/Impact:** STAAR scores, increased growth measures MAP, lower failure rates

**Staff Responsible for Monitoring:** Principal; AP;Grade Level Teachers; RTI Teachers

**Funding Sources:** Title I Funds, , SCE Funds, , Local Funds,

## Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

## Strategy 3

Student Support Committee meetings will be held with the parents of any student failing one or more classes.

**Strategy's Expected Result/Impact:** Failure; retention rate

**Staff Responsible for Monitoring:** Counselor, teachers, PEIMS, Admin.

**Funding Sources:** Local Funds,

## Formative Reviews

Some Progress

October

Moderate Progress

January

April

July

## Strategy 4 Targeted Support Strategy Additional Targeted Support Strategy

Ensure that students not making progress though Tier 1 supports will receive appropriate interventions through the RTI process, SpEd, 504, ESL services.

**Strategy's Expected Result/Impact:** Increasing meets category for STAAR; Grades

**Staff Responsible for Monitoring:** Principal; Counselor; Student Support Committee, Interventionists, SpEd Teachers, EB Teachers

**Funding Sources:** Local Funds, , SPED Funds,

## Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

## Strategy 5 Additional Targeted Support Strategy

Support Programs (WIN Time tutorials, special ed., EB, counseling) will provide individualized assistance to at risk students.

**Strategy's Expected Result/Impact:** STAAR scores; Higher passing rates

**Staff Responsible for Monitoring:** Principal; AP; Counselor; Staff

**Funding Sources:** Local Funds, , Title I Funds, , SCE Funds, , SPED Funds,

## Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

## Strategy 6

In order to challenge students to reach their highest potential, targeted supports and enrichment will be provided during WIN (What I Need) Time and the use of district hired tutors have been implemented to facilitate tutoring during the school day as well.

### Strategy's Expected Result/Impact:

Failure rate; STAAR scores

**Staff Responsible for Monitoring:** Interventionists, Assistant Principal, Principal, GT Teacher

**Funding Sources:** Title I Funds, , SCE Funds, , SPED Funds,

## Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

## Strategy 7 Additional Targeted Support Strategy

Navarro Intermediate is in a shared services arrangement with Region 20 for professional development, instructional resources, and teacher support for ESL students.

### Strategy's Expected Result/Impact:

TELPAS scores; STAAR scores

**Staff Responsible for Monitoring:** Chief Instructional Officer; ESL Teachers

**Funding Sources:** Local Funds,

## Formative Reviews

Some Progress

October

Moderate Progress

January

April

July

## Strategy 8

Campus will utilize Instructional Technologist to increase integration of technology into classrooms.

**Strategy's Expected Result/Impact:** Teacher lesson plans with more embedded tech TEKS.

**Staff Responsible for Monitoring:** Principal; Instructional Technologist

**Funding Sources:** Local Funds,

### Formative Reviews

No Progress

Some Progress

October

January

April

July

### Strategy 9 Additional Targeted Support Strategy

Utilize current software to enhance student achievement on state test and in the classroom (i.e. Accelerated Reader, Amplify Boost, Zearn, StemScopes, and iXL Math, Xtra Math).

#### Strategy's Expected Result/Impact:

State test scores will reflect intervention.

**Staff Responsible for Monitoring:** Librarian, Teachers, Computer Teacher

**Funding Sources:** Title I Funds, , Local Funds,

### Formative Reviews

Moderate Progress

Considerable Progress

October

January

April

July

### Strategy 10

Teachers will integrate Technology TEKS into core classes.

**Strategy's Expected Result/Impact:** Students will be able to utilize technology for academic purposes.

**Staff Responsible for Monitoring:** Principal, AP, Teachers

**Funding Sources:** Local Funds,

### Formative Reviews

Some Progress

Moderate Progress

October

January

April

July

### Strategy 11 Additional Targeted Support Strategy

Professional development activities will include: TEKS Resource System subject/grade level training; curricular objectives; technology / technology integration; emergency procedures; RTI; instructional strategies for special populations.

#### Strategy's Expected Result/Impact:

At least 95 % approval on teacher surveys

**Staff Responsible for Monitoring:** Principal; Assistant Principal; Chief Instructional Officer

**Funding Sources:** Title II Funds, , Local Funds, , SPED Funds,

### Formative Reviews

Some Progress

October

Moderate Progress

January

April

July

## Strategy 12

Bi-Weekly PLC meetings will occur for the teachers to meet during planning periods to review curriculum planning, assessments, align curriculum, analyze data, target instructional strategies, and discuss remediation efforts.

**Strategy's Expected Result/Impact:** Increase student performance on all assessments. Strengthen Tier 1 Instructional Practices

**Staff Responsible for Monitoring:** Principal; RTI Team, Teachers, IC's

**Funding Sources:** Local Funds,

### Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

## Strategy 13

Campus will support the Art, Theatre, and Music teachers in order to incorporate Fine Arts offerings for students.

**Strategy's Expected Result/Impact:** More student involvement in the arts.

**Staff Responsible for Monitoring:** Art Teacher; Music Teacher; Theatre Teacher; Principal

**Funding Sources:** Local Funds,

### Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

## Performance Objective 2

NIS will increase the attendance rate to 97.5%.

**Evaluation Data Source:** Attendance Rate; data from 2025

## Strategy 1

Warning letters for excessive absences will be sent to parents prior to a loss of credit or truancy charges being filed. Counselor meetings will also take place with students who have excessive absences each semester.

**Strategy's Expected Result/Impact:** Attendance reports

**Staff Responsible for Monitoring:** Principal/Assistant Principal/ PEIMS Clerk

**Funding Sources:** Local Funds,

### Formative Reviews

Some Progress

October

Moderate Progress

January

April

July

## Strategy 2

Students who exceed the allowable number of absences will have a parent/student meeting with the Attendance Committee and legal recourse will be used where attendance laws are violated.

**Strategy's Expected Result/Impact:**

Improved communication regarding the importance of attendance

**Staff Responsible for Monitoring:** Principal; AP; Attendance Committee

**Funding Sources:** Local Funds,

### Formative Reviews

Some Progress

October

Moderate Progress

January

April

July

## Strategy 3

Incentives will be given to students with perfect attendance at each 9 weeks.

**Strategy's Expected Result/Impact:** Attendance rates will increase.

**Staff Responsible for Monitoring:** Principal, Assistant Principal, PEIMS

**Funding Sources:** Local Funds,

### Formative Reviews

Some Progress

October

Moderate Progress

January

April

July

## Strategy 4

The campus will maintain and update the electronic student information management system.

### Strategy's Expected Result/Impact:

Data audit-100% of all contact information be entered into the system by due date, PEIMS submission

**Staff Responsible for Monitoring:** Registrar

### Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

## Strategy 5

Student sign out sheets will be completed on an individual basis.

**Strategy's Expected Result/Impact:** Individual student sign out sheets will be kept up to date.

**Staff Responsible for Monitoring:** Registrar; Secretary

### Formative Reviews

Some Progress

October

Moderate Progress

January

April

July

## Performance Objective 3

NIS will create and implement a cohesive Tiered intervention system with data tracking measures to help students who are academically struggling with Math or Reading.

## Strategy 1

All students will keep a data folder and be goal setting in all core content areas. The tracking will be for attendance, MAP, unit tests, 9 week grades, and benchmark tests.

**Strategy's Expected Result/Impact:** Increased growth, STAAR level meets, and individual accountability for all students.

**Staff Responsible for Monitoring:** Principal, AP, teachers

### Formative Reviews

Moderate Progress

October

Considerable Progress

January

April

July

## Strategy 2

Teachers will have their own individual data folder where each student will have a card with all relevant data on the card, along with any sub pop the student may belong to. Teachers will move these cards to specific pockets as data becomes available and use these in a way that a data room would be utilized. We will be able to see who our bubble students are and who our focus students are as we use these during our data PLC's.

**Strategy's Expected Result/Impact:** Being able to see patterns of movement with students or groups of students. Getting more of our students over to the meets and masters category.

**Staff Responsible for Monitoring:** Teachers, admin.

### Formative Reviews

