

# Midway Independent School District

## Hewitt Elementary

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



# Mission Statement

## Mission

We are responsible for focusing on learning and creativity, empowering diversity, recognizing growth as a lifelong process, being attentive to wellness, and celebrating achievements for ALL staff and students.

## Vision

We create a safe, caring, and respectful community where learning is engaging and relevant.

## Value Statement

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# Goals

**Goal 1: ACADEMICS:** Meet the academic needs of a diverse student population

**Performance Objective 1:** WIG : 100% of Hewitt students will show growth in ELAR and Math by the end of the academic year. (Domain 2 - Student Growth)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Lead Measure: Hewitt Elementary will provide accelerated learning instruction in math and reading by a certified teacher during the 2025-2026 summer learning and school year, as required by House Bill 1416. <b>Strategy's Expected Result/Impact:</b> All students receiving accelerated instruction will meet the minimum passing standard for STAAR. <b>Staff Responsible for Monitoring:</b> Teachers Interventionist MTSS Campus Admin	Formative			Summative
	Oct	Jan	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Lead Measure: Hewitt Elementary will provide ongoing training and data analysis for teachers and interventionists on the BOY screeners to calculate and create strategies for early targeted intervention related to growth for all students. <b>Strategy's Expected Result/Impact:</b> 100% of all students in all population groups will show academic growth for the 2025-2026 SY. <b>Staff Responsible for Monitoring:</b> Learning Coaches Teachers MTSS Campus Admin	Formative			Summative
	Oct	Jan	Apr	July

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Lead Measure: Hewitt General Education and Special Education teachers will work collaboratively to ensure support and alignment of K-5 curriculum, strategies, and vocabulary in all content areas. <b>Strategy's Expected Result/Impact:</b> 100% of all students in all population groups will show academic growth for the 2025-2026 SY. <b>Staff Responsible for Monitoring:</b> Learning Coaches Teachers MTSS Campus Admin	Formative			Summative
	Oct	Jan	Apr	July
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

**Goal 1: ACADEMICS:** Meet the academic needs of a diverse student population





**Performance Objective 2: LITERACY:** HB3 Overall Goal: Hewitt students will meet or exceed annual targets related to Early Childhood Literacy proficiency (3rd grade) over the next 5 years.

EC-L Goal: The percentage of Hewitt 3rd-grade students who score "meets grade level" or above on STAAR Reading will increase from 65% to 70% by June 2026

**HB3 Goal**

**Evaluation Data Sources:** 2025 STAAR, 25-26 District Assessments

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hewitt teachers will utilize district benchmarks and screeners to track student growth. Through the PLC process, support and training will be provided to campuses focusing on data analysis, increasing intentional interventions, and enrichment to allow students to reach their highest level of potential. Each PLC will utilize instructional strategies outlined in Midway Mindset, focusing on increasing student engagement.  <b>Strategy's Expected Result/Impact:</b> 2026 STAAR 2025-2026 District Assessments & Benchmarks Minimum of 5% Masters increase in 2026 STAAR <b>Staff Responsible for Monitoring:</b> Campus Administrators Teachers Learning Coaches MTSS Facilitators	Formative			Summative
	Oct	Jan	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All reading teachers will regularly identify students by name according to their academic needs, sub-groupings, and will provide targeted interventions for students not making progress.  <b>Strategy's Expected Result/Impact:</b> Hewitt students will show grade-level academic growth in Reading Forms and student data on progress monitoring in team drives, RTI, SUCCESS ED, and Minutes from HIT & PLC Meeting- Agenda Monitor student progress in MAP, after CFA, district assessments, etc.. Targeted intervention -MAP Fluency, FCRR & LLI <b>Staff Responsible for Monitoring:</b> Campus Administrators, MTSS Interventionist Instructional Coaches Teachers and staff	Formative			Summative
	Oct	Jan	Apr	July

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Hewitt teachers and instructional support staff will analyze campus and district trends to evaluate progress toward mastery of RLA objectives for students in Grades K-5. Based on data analysis, campus or grade-level instructional action plans will be created. <b>Strategy's Expected Result/Impact:</b> Teachers and instructional support staff will analyze data trends at least twice per year to develop action steps to address areas of deficit. <b>Staff Responsible for Monitoring:</b> Campus Administrators Teachers Learning Coaches RTI/MTSS Facilitator	Formative			Summative
	Oct	Jan	Apr	July
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**Goal 1: ACADEMICS:** Meet the academic needs of a diverse student population

**Performance Objective 3: MATH:** HB3 Overall Goal: Students will meet or exceed annual targets related to Early Childhood Mathematics proficiency (3rd grade) and College, Career, and Military Readiness (annual graduates) each year over the next 5 years.

EC-M Goal: The percent of 3rd grade students whose score meets grade level or above on STAAR Math will increase from 60% to 75% by June 2026.

**HB3 Goal**  
**Evaluation Data Sources:** 2025 STAAR, 25-26 District Assessments

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hewitt teachers and instructional support staff will utilize district benchmarks and screeners to track student growth. Through the PLC process, support and training will be provided to campuses focusing on data analysis, increasing intentional interventions, and enrichment to allow students to reach their highest level of potential. Each PLC will utilize instructional strategies outlined in Midway Mindset, focusing on increasing student engagement.  <b>Strategy's Expected Result/Impact:</b> 2026 STAAR, 2025-2026 District Assessments Minimum of 5% Masters increase in 2026 STAAR <b>Staff Responsible for Monitoring:</b> Teachers Campus Administrators Learning Coaches MTSS Facilitator	Formative			Summative
	Oct	Jan	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hewitt math teachers will regularly identify students by name according to their academic needs, sub-groupings, and will provide targeted interventions for students not making progress.  <b>Strategy's Expected Result/Impact:</b> 3rd-grade students will show academic grade-level growth in Math Forms and student data on progress monitoring in team drives, RTI, Minutes from HIT & PLC meetings - Agenda: Monitor student progress after CFA, district checkpoints, etc. Targeted intervention - Lion T2 - Success Maker T3 Target Subgroupings	Formative			Summative
	Oct	Jan	Apr	July

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Hewitt teachers and instructional support staff will analyze campus and district trends to evaluate progress toward mastery of mathematics objectives for students in Grades K-5. Based on data analysis, campus or grade-level instructional action plans will be created.</p> <p><b>Strategy's Expected Result/Impact:</b> At least twice per year, grade-level team teachers and support staff will analyze data trends to develop action steps to address areas of deficit.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Campus Administrators Learning Coaches MTSS Facilitator</p>	Formative			Summative
	Oct	Jan	Apr	July
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

**Goal 1: ACADEMICS:** Meet the academic needs of a diverse student population

**Performance Objective 4:** Domain 1: Hewitt leadership team and teachers will ensure the development and implementation of processes and structures designed to increase academic achievement for all students.

**Evaluation Data Sources:** STAAR Scores

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide teachers and support staff with training in curriculum, instruction, and assessment practices to increase STAAR student achievement to obtain a campus score of 90% approaches on all STAAR assessments. <b>Strategy's Expected Result/Impact:</b> Increased Domain I performance <b>Staff Responsible for Monitoring:</b> Teachers Campus Administrators Learning Coaches MTSS Facilitator  <b>Funding Sources:</b> Training for Instructional Strategies, PLC, or content based support - 211- ESEA, Title I, Part A - 2116-11-00-102-30 6399 - \$5,000	Formative			Summative
	Oct	Jan	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Campus leadership will provide teachers and support staff with training in curriculum, instruction, and assessment practices to increase STAAR student achievement to obtain a campus score of 70% meets on all STAAR assessments. <b>Strategy's Expected Result/Impact:</b> Increased Domain I performance <b>Staff Responsible for Monitoring:</b> Teachers Campus Administrators Learning Coaches MTSS Facilitator	Formative			Summative
	Oct	Jan	Apr	July
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Hewitt teachers and support staff will disaggregate and monitor assessment data among student populations in Domain 1 to determine extension activities for students at the MEETS and MASTERY levels. <b>Strategy's Expected Result/Impact:</b> A 5% increase of students at the MASTERY level for the 2026 STAAR. <b>Staff Responsible for Monitoring:</b> Teachers Campus Administrators Learning Coaches MTSS Facilitator	Formative			Summative
	Oct	Jan	Apr	July



No Progress



Accomplished



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**Goal 1: ACADEMICS:** Meet the academic needs of a diverse student population

**Performance Objective 5:** Closing the Gap: Hewitt will achieve an "A" rating in Domain 3- by achieving the specific targets set by the Federal Government for student groups as measured by Domain 3 for the current school year.

**Evaluation Data Sources:** STAAR Test Results, TEA Accountability

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Data will be routinely disaggregated by sub groupings to determine progress and narrow the achievement gap. Hewitt students will receive specific interventions or extensions according to the data. <b>Strategy's Expected Result/Impact:</b> Student subgroups will be monitored to ensure students are progressing to the targeted achievement expectations in math, reading, and science. Narrow the achievement gap. Grade-level data drives progress monitoring sheets, lesson plans, and PLC Agendas <b>Staff Responsible for Monitoring:</b> Campus Administrators, Learning Coaches, MTSS/RTI Facilitator, interventionists, and teachers	Formative			Summative
	Oct	Jan	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Purchase instructional materials and programs to support all Hewitt learners at home and school. <b>Strategy's Expected Result/Impact:</b> All Hewitt students will have access to instructional materials and programs to accelerate academic progress at school and home in math, reading, and science. Data reports, student surveys, increase scores on universal screeners. <b>Staff Responsible for Monitoring:</b> Campus Administrators Instructional Coaches PK-5 teachers MTSS/RTI Facilitator  <b>Funding Sources:</b> Instructional Programs - 211- ESEA, Title I, Part A - 2116-11-00-102-30-6399 - \$5,500	Formative			Summative
	Oct	Jan	Apr	July

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Ongoing accountability training on Domain 3, for the leadership team and ALL teachers (including those considered "not tested") will enhance the process for instructional practices, intentional interventions, use of materials, and progress monitoring in math/reading that will strengthen Professional Learning Communities. <b>Strategy's Expected Result/Impact:</b> Sign In sheets, Staff Workshop Evaluations, school progress monitoring data. <b>Staff Responsible for Monitoring:</b> Administrators, RTI/MTSS Learning Coaches Teachers  <b>Funding Sources:</b> RTI/ Tiered Intervention/Progress Monitoring/ Instructional Strategies Training - 211- ESEA, Title I, Part A - 2116-13-00-10230-6411 - \$6,000	Formative			Summative
	Oct	Jan	Apr	July
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Hewitt teachers and staff will incorporate connections between course content and real-world experiences to enhance academic vocabulary, deepen content knowledge, and develop critical thinking skills. <b>Strategy's Expected Result/Impact:</b> Provide students experiences to a variety of real-world experiences. Student reflection Surveys and lesson plans <b>Staff Responsible for Monitoring:</b> Campus Administrators MTSS/RTI Learning Coaches Teachers  <b>Funding Sources:</b> transportation, entry fee to exhibits , program cost or supplies - 211- ESEA, Title I, Part A - 2116-11-00-102-30-6399 - \$2,500	Formative			Summative
	Oct	Jan	Apr	July
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Intervention and enrichment opportunities during the school day, before school, after school, or Saturday Camp will be provided for students in grades 3-5, including HB 1416 students and students who scored at the Meets and Masters levels the previous year based on various progress monitoring and data collection sources. <b>Strategy's Expected Result/Impact:</b> Sign-in sheets and STAAR, LION, MAP, and Fountas and Pinnell scores <b>Staff Responsible for Monitoring:</b> Administrators MTSS/RTI Learning Coaches Teachers  <b>Funding Sources:</b> Tutorials - Reading/Math/Science 3rd - 5th grade - 211- ESEA, Title I, Part A - 2116-11-00-102-30-6118 - \$3,000	Formative			Summative
	Oct	Jan	Apr	July

Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide instructional interventionists to provide targeted support for student behavior, math, and reading success. <b>Strategy's Expected Result/Impact:</b> All Hewitt students will have access to instructional supports to accelerate academic and behavioral progress at school in math, reading, and behavior. Data reports, student surveys, increase scores on universal screeners. <b>Staff Responsible for Monitoring:</b> Teachers Campus Administrators Learning Coaches Behavior Coach MTSS Facilitator  <b>Funding Sources:</b> Teachers for Intervention- Academics and Behavior - 211- ESEA, Title I, Part A - 2116-11-00-102-30-6119 - \$117,500	Formative			Summative
	Oct	Jan	Apr	July
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 1: ACADEMICS:** Meet the academic needs of a diverse student population

**Performance Objective 6:** WIG: 90% of Hewitt students will show growth by 2-3 points in writing by the end of the academic year.





**Evaluation Data Sources:** District Assessments, CFAs, Writing Rubrics, STAAR Assessments

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide teachers and support staff with training in curriculum, instruction, and assessment to align supports to increase writing in all content areas.  <b>Strategy's Expected Result/Impact:</b> Aligned writing rubrics Kindergarten -5th Utilize the rubric for student accountability to respond to reading Students utilize the rubric as a guide and to give peer feedback Increased achievement percentages on district assessments and Domain I performance  <b>Staff Responsible for Monitoring:</b> Teachers Campus Administrators Learning Coaches MTSS Facilitator  <b>Funding Sources:</b> Training for Instructional Strategies, PLC, or content based support - 211- ESEA, Title I, Part A - 2116-11-00-102-30 6399 - \$5,000	Formative			Summative
	Oct	Jan	Apr	July
<div><div><div></div>No Progress</div><div><div></div>Accomplished</div><div><div></div>Continue/Modify</div><div><div></div>Discontinue</div></div>				

**Goal 2: LEADERSHIP:** Provide our diverse student population with highly qualified teachers who model future-ready leadership skills.





**Performance Objective 1:** WIG: All Hewitt students will develop leadership and life skills by learning and applying the 7 Habits throughout the academic year.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Lead Measure: All Hewitt teachers will deliver the year-long Leader in Me (LiM) curriculum (direct teach), designed to cultivate mindsets, behaviors, and skills in students and staff for effective, lifelong leadership. <b>Strategy's Expected Result/Impact:</b> Increase the spring 2026 MRA survey for Leader in Me by at least 3 percent in the Leadership category. Maintain or exceed an average of 4 on the SEL walkthrough reports. <b>Staff Responsible for Monitoring:</b> Teachers Campus Administrators Learning Coaches Counselor	Formative			Summative
	Oct	Jan	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Lead Measure: All Hewitt teachers will participate in the Leader in Me program and develop a Lighthouse Team to oversee its implementation throughout the school year. Hewitt will provide key Core 2 elements, including student goal setting at all grade levels, leadership binders/portfolios. <b>Strategy's Expected Result/Impact:</b> Raise the Spring 2026 MRA in the Academic category's Goal Achievement section by 3%. <b>Staff Responsible for Monitoring:</b> Teachers Staff Campus Administrators  <b>Funding Sources:</b> Teachers to facilitate leadership opportunities for students - 211- ESEA, Title I, Part A - 2116-11-00-102-30-6118 - \$1,500	Formative			Summative
	Oct	Jan	Apr	July

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide leadership training opportunities and resources for students in after-school clubs. <b>Strategy's Expected Result/Impact:</b> Students will receive leadership training and resources to grow in leadership skills <b>Staff Responsible for Monitoring:</b> Teachers Staff Campus Administrators  <b>Funding Sources:</b> Leadership Development Training and resources for students - 211- ESEA, Title I, Part A - 2116-11-00-102-30 6399 - \$600	Formative			Summative
	Oct	Jan	Apr	July
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Lead Measure: Instructional staff will receive training and ongoing coaching to implement the 7 Habits of Highly Effective People and Core 2 of LiM. <b>Strategy's Expected Result/Impact:</b> Spring 2026 MRA Campus Average increase from 77 to 80 on the Professional Learning Survey feedback on readiness and support related to LiM implementation. <b>Staff Responsible for Monitoring:</b> Learning Coaches Campus Administrators Lighthouse Team Coordinator	Formative			Summative
	Oct	Jan	Apr	July
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 2: LEADERSHIP:** Provide our diverse student population with highly qualified teachers who model future-ready leadership skills.





**Performance Objective 2:** Provide influential role models through the recruitment, retention, and support of highly qualified faculty and staff.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> As a Baylor PDS campus, we will increase our campus capacity to host Baylor Clinical Teachers from 3% to 5% and 100% of first-grade teachers will host novice teachers. <b>Strategy's Expected Result/Impact:</b> Successful completion of the clinical teacher's internship or observation hours. Hire interns who completed internship hours at Hewitt. <b>Staff Responsible for Monitoring:</b> Administrators Teachers	Formative			Summative
	Oct	Jan	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hewitt retention efforts will focus on building relationships between supervisors and staff, enhancing communication with staff, and providing staff with leadership development opportunities to improve teacher turnover by 5%. <b>Strategy's Expected Result/Impact:</b> Hewitt TASB Employee Survey results will show improvement in the areas of working conditions (83%), relationships with supervisors (90%), Job Satisfaction (96%), Campus Environment (91%) communication (84%), teaching & learning (79%), and student discipline (73%) when comparing data from 2024 with data from 2025. <b>Staff Responsible for Monitoring:</b> Campus Administrators MTSS Facilitator Learning Coaches Teachers Behavior Coach	Formative			Summative
	Oct	Jan	Apr	July
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide professional growth opportunities for Hewitt instructional staff through meaningful leadership roles, including presenting at the campus and district level via the annual conference, Back to School Summit, and the Teacher Leader Academy, as well as serving on district-level committees. <b>Strategy's Expected Result/Impact:</b> ***Three percent increase in the Culture category on the Spring 2026 MRA data, as well as positive feedback from the professional learning survey. <b>Staff Responsible for Monitoring:</b> Administrators Learning Coaches	Formative			Summative
	Oct	Jan	Apr	July
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 2: LEADERSHIP:** Provide our diverse student population with highly qualified teachers who model future-ready leadership skills.

**Performance Objective 3:** All staff will benefit from job-embedded support and targeted professional learning opportunities designed to bolster effective classroom practices.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Train and support all teachers/staff on Tier 1 classroom and behavior management skills as framed through STOIC/CHAMPS to support a focus on student learning and active engagement. All teachers will be supported by campus leadership, Learning Coaches, and a Behavior Coach.  <b>Strategy's Expected Result/Impact:</b> The increased student engagement will lead to higher average scores for all teachers in Domain 2.5 on the 2025-2026 TTESS data walks and formal observations. This improvement in engagement will also contribute to an increase in the district's overall state accountability rating. Additionally, better management of Tier 1 behaviors will be reflected in Domain 3 of the TTESS data walks and formal observations, with teachers reaching or maintaining an average score of 3.  <b>Staff Responsible for Monitoring:</b> Campus Administrators MTSS Learning Coaches Teachers Behavior Coach	Formative			Summative
	Oct	Jan	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize the district Learning Coaches to deliver job-embedded professional learning opportunities that promote best practice instruction, effective technology integration, content expertise, and classroom management strategies in a 1:1 learning environment.  <b>Strategy's Expected Result/Impact:</b> Increased teacher confidence in pedagogy related to technology integration, quality instruction, and classroom management. Increase in the data walk average scores recorded in KickUp in Domain 2 and 3 of TTESS data walks. Kick Up will be used to measure the impact of professional learning. Increase scores in the Apple Learning Survey.  <b>Staff Responsible for Monitoring:</b> Administrators Learning Coaches Teachers	Formative			Summative
	Oct	Jan	Apr	July





Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Support new classroom teachers through the provision of an effective mentor program staffed by the MTSS Facilitator as Campus Mentor Coordinator and Hewitt mentor teachers who support the mentees. "New to the profession" teachers will be provided with two half-day opportunities during the school year to participate in campus- or district-wide learning walks and professional learning to enhance instruction and classroom management skills. <b>Strategy's Expected Result/Impact:</b> New hire retention rate will increase by 10%; program adjustments will be made using needs assessment feedback provided by both mentors and mentees. <b>Staff Responsible for Monitoring:</b> Campus Administrator MTSS Facilitator Teachers/Mentors	Formative			Summative
	Oct	Jan	Apr	July
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 3: CULTURE:** Provide a safe, secure, supportive, and innovative learning environment that meets the needs of our diverse student population.

**Performance Objective 1:** Improve the implementation of the character traits programs (Leader in Me and Character Strong) and support for social-emotional learning at Hewitt during the 2025-2026 school year. Ensure instructional time for character education and wellness programs is built into the yearly schedule for students. Conduct student climate surveys and the Leader in Me Measurable Results Assessment (MRA) in grades 3-5 as a needs assessment for program improvements.

- Evaluation Data Sources:** Pre- and Post-Climate Surveys  
Leader in Me Measurable Results Assessment (MRA)  
Staff survey  
ISS/OSS placements  
Campus program evaluations  
Threat Assessments  
Behavioral RtI records  
Classroom observations/walkthroughs

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Integrate behavioral support and character trait programs into classroom, discipline, and counseling practices i.e., Safe and Civil Schools, Texas School Safety Center, MISD MTSS Tiered Behavior and Mental Health Interventions, wraparound services for high-risk students, restorative practices, trust-based relational supports, trauma-informed classrooms, Leader in Me, and Character Strong.  <b>Strategy's Expected Result/Impact:</b> MISD System for MTSS/RtI processes for behavior will be implemented at Hewitt A 5% decrease in discipline incidents and discretionary DAEP placements. Trauma-Informed approach to disciplinary interventions Support for teachers in de-escalation strategies An increase in the positive culture-increased sense of safety as reported on the MRA <b>Staff Responsible for Monitoring:</b> Campus Administrators MTSS Facilitator Counselor Behavior Coach	Formative			Summative
	Oct	Jan	Apr	July





Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hewitt will implement the year-long student lessons for the Leader in Me (LiM) curriculum, focusing on developing the mindsets, behaviors, and skills of students, adults, and community members to be effective lifelong leaders. <b>Strategy's Expected Result/Impact:</b> Increase the spring 2025 MRA survey for Leader in Me at least 2 points for the culture category on the measured survey. Decrease in the number of discipline referrals 5% <b>Staff Responsible for Monitoring:</b> Campus Administrators MTSS Facilitator Lighthouse Teams	Formative			Summative
	Oct	Jan	Apr	July
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Hewitt teachers will create a safe, accessible, and efficient classroom environment by implementing the STOIC framework, including an individualized CHAMPS classroom management plan. <b>Strategy's Expected Result/Impact:</b> Decrease in the number of discipline incidents by 5%. Increase each area of the Leader In Me survey by 2 points. Improved classroom management (TTESS Domain 3.1) scores for KickUP Behavior and TTESS data walks. <b>Staff Responsible for Monitoring:</b> Campus Administrators MTSS Facilitator Counselor Behavior Coach	Formative			Summative
	Oct	Jan	Apr	July
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 3: CULTURE:** Provide a safe, secure, supportive, and innovative learning environment that meets the needs of our diverse student population.

**Performance Objective 2:** During the 2025-2026 school year, Hewitt will implement campus-wide classroom and behavioral management plans to provide a safe and supportive learning environment.

**Evaluation Data Sources:** Referral and student discipline data - campus and district  
Behavioral Walkthrough data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All Hewitt classroom teachers create a safe, accessible, and efficient classroom environment by implementing the STOIC framework, including an individualized CHAMPS classroom management plan.  <b>Strategy's Expected Result/Impact:</b> Improved classroom management (TTESS Domain 3.1) scores for Kick Up Behavior and TTESS data walks. <b>Staff Responsible for Monitoring:</b> Campus Administrators MTSS Facilitator Behavior Coach Counselor Teachers  <b>Funding Sources:</b> Professional Development in SEL/Behavior/PBIS - 211- ESEA, Title I, Part A - 2116-11-00-102-30 6399 - \$1,400	Formative			Summative
	Oct	Jan	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All Hewitt classroom teachers implement the MISD MTSS tiered behavior plan, providing support and intervention(s) and collecting data for students in tiers 2 and 3.  <b>Strategy's Expected Result/Impact:</b> Decrease the number of physical restraints by 10%. Decrease the number of Tier 3 behavior students by 3%. Improved classroom management (TTESS Domain 3.2 and 3.3) scores for KickUP Behavior and TTESS data walks. <b>Staff Responsible for Monitoring:</b> Campus Administrators MTSS Facilitator Behavior Coach Counselor Teachers	Formative			Summative
	Oct	Jan	Apr	July

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All Hewitt discipline referrals will be submitted through TAC, and discipline data will be tracked in eSchool. <b>Strategy's Expected Result/Impact:</b> Ability to review reports and data by six weeks for Hewitt. Improve the consistency of consequences and due process for discipline incidents. Improve the details for each discipline incident in ESchool. <b>Staff Responsible for Monitoring:</b> Teachers Campus Administrators MTSS Facilitator	Formative			Summative
	Oct	Jan	Apr	July
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Purchase materials and attend training to promote SEL and behavior interventions and support campus behavior, SEL, and Leader In Me initiatives. <b>Strategy's Expected Result/Impact:</b> student survey, teacher input, PEIMS reports, counseling small groups <b>Staff Responsible for Monitoring:</b> Administrators MTSS Behavior Coach Counselor Teachers  <b>Funding Sources:</b> Materials and resources to promote SEL/Behavior Interventions - 211- ESEA, Title I, Part A - 2116-11-00-102-30 6399 - \$2,000	Formative			Summative
	Oct	Jan	Apr	July
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3: CULTURE:** Provide a safe, secure, supportive, and innovative learning environment that meets the needs of our diverse student population.

**Performance Objective 3:** By the end of the 2025-2026 school year, we will enhance school safety measures on all campuses, encompassing safe and secure facilities, as well as comprehensive training and support services for student needs. .

**Evaluation Data Sources:** Local campus safety audits, TEA District Vulnerability Assessment





TXSSC Intruder Audit feedback

Midway Safety and Security Committee Meeting Agendas, Campus Emergency Operation Plan Training

Compliance through Threat Assessment Team rosters for each campus, dates of meetings, threat assessment data through Sentinel, and Required Drill documentation

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct ongoing campus safety audits and required safety drills throughout the 25-26 school year as required by law to ensure all facilities are secure and required practices are in place. <b>Strategy's Expected Result/Impact:</b> Hewitt will function with daily audited locked exterior/interior doors. Hewitt will conduct the proper visitor admission protocol Hewitt will pass the State Intruder Safety Audit Increased preparedness for students and staff--opportunities to refine safety protocols and procedures. <b>Staff Responsible for Monitoring:</b> Campus Administrators Hewitt CSS	Formative			Summative
	Oct	Jan	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hewitt will offer multiple approaches to provide timely and relevant information to students regarding risky behaviors, i.e. violence, drugs, alcohol use, vaping, and tobacco use. Advertise and communicate resources such as family and parenting classes, VIP events, counseling services, community events, and Panther Safety Series. Partner with community agencies to provide increased safety, support, services, and resources for students and their families. <b>Strategy's Expected Result/Impact:</b> Counseling services are provided for students struggling with substance use. Follow-up data showing a reduction in risky behaviors Continued attendance/parent participation in VIP nights. Continued partnerships with community agencies <b>Staff Responsible for Monitoring:</b> Counselors Social workers Campus Admin	Formative			Summative
	Oct	Jan	Apr	July

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Encourage the use of restorative practices, trauma-informed care, and Student Success Meetings to assist students and families facing negative student behaviors. Align disciplinary strategies among the behavior coach, counselor, and assistant principal to implement effective behavioral plans and provide a restorative approach in disciplinary placements. <b>Strategy's Expected Result/Impact:</b> Small group interventions: Reduction in the number of students returning to DAEP Reduce the number of students assigned to DAEP by 5%. Reduce behavior incidents by 5% Restorative behavior and transition plans, Character Education lessons with DAEP students. <b>Staff Responsible for Monitoring:</b> MTSS Coordinator Behavior Coach District Social Workers Counselor Campus Administrators	Formative			Summative
	Oct	Jan	Apr	July
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Train Hewitt teachers and staff annually on grief and trauma-informed care, as well as positive behavior interventions and support. Provide community resources and include information in VIP nights. Follow procedures for parental notification of suicidal ideation and a connection to community resources and supports. <b>Strategy's Expected Result/Impact:</b> Increased awareness and ability to intervene with students incorporating grief and trauma-informed strategies Appropriate disciplinary approaches MTSS Behavior Response and Intervention Connection to support and resources <b>Staff Responsible for Monitoring:</b> Administration Counselors Behavior Coach	Formative			Summative
	Oct	Jan	Apr	July
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Hewitt administrators and counselors will follow up and investigate tips from WeTip, BARK, online bullying reports, and bullying hotline phone messages. Hewitt Administration ensures staff have been trained to identify and report bullying and suicidal ideation. <b>Strategy's Expected Result/Impact:</b> Reports of bullying, school safety issues, and suicidal ideation are investigated, and interventions are provided to students. Threat assessments conducted for direct threats <b>Staff Responsible for Monitoring:</b> Administrators Counselor Social Workers	Formative			Summative
	Oct	Jan	Apr	July

Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Ensure that all Hewitt staff take a firm stance against dating violence, sexual harassment (as outlined in policy FFH Local), and child maltreatment (as outlined in policy FFG Local). Staff must participate in the required compliance training addressing these issues. <b>Strategy's Expected Result/Impact:</b> Increase in awareness for students and families to recognize dating violence, sexual harassment, or maltreatment of children. <b>Staff Responsible for Monitoring:</b> Campus Administration Counselor Support Services Asst. Supt. Admin. Services	Formative			Summative
	Oct	Jan	Apr	July
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Provide Emergency Operations training for all staff to ensure a safe, secure environment. <b>Strategy's Expected Result/Impact:</b> Increased safety and security awareness, Compliance with all applicable safety laws and policies <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Services Campus Administrators Campus Safety Specialist	Formative			Summative
	Oct	Jan	Apr	July
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





**Goal 3: CULTURE:** Provide a safe, secure, supportive, and innovative learning environment that meets the needs of our diverse student population.

**Performance Objective 4:** Continue to improve the cybersecurity posture of Midway ISD by aligning local policies and procedures to those provided in the NIST framework. Our third party cybersecurity vendor, Scinary, conducts an annual audit of our environment and provides a score. The 24-25 goal is to maintain or improve upon our score of 3.36 in 23-24 through improvements in policies and procedures.

**Goal 3: CULTURE:** Provide a safe, secure, supportive, and innovative learning environment that meets the needs of our diverse student population.





**Performance Objective 5:** Increase parent involvement to support student growth academically, emotionally, and socially.

**Evaluation Data Sources:** Survey and a sign-in sheet of family engagement nights  
Participation and evaluation of Family Engagement Nights.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hewitt staff will implement at least two evening family engagement nights each semester, providing opportunities and resources to empower families to support their students at home with engaging strategies and resources.  <b>Strategy's Expected Result/Impact:</b> Sign-in sheets and flyers <b>Staff Responsible for Monitoring:</b> Campus Administrators, Staff members, PTA  <b>Funding Sources:</b> Materials and supplies for parent involvement - 211- ESEA, Title I, Part A - 2116-11-CV-102-30-6399 - \$2,500	Formative			Summative
	Oct	Jan	Apr	July
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 3: CULTURE:** Provide a safe, secure, supportive, and innovative learning environment that meets the needs of our diverse student population.

**Performance Objective 6:** To equip future-ready leaders, Hewitt Elementary will cultivate innovative teaching and learning practices by prioritizing instruction that promotes effective communication, collaboration, creativity, critical thinking, and digital citizenship skills.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize the district Learning Coaches to deliver professional learning opportunities that promote best practice instruction, including effective communication, collaboration, creativity, critical thinking, and digital citizenship skills. <b>Strategy's Expected Result/Impact:</b> Teachers' scores for Domain 2 increased in the TTESS data walk and formal observation. <b>Staff Responsible for Monitoring:</b> Administration Learning Coaches	Formative			Summative
	Oct	Jan	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Increase opportunities for students to develop digital literacy and digital citizenship competencies. <b>Strategy's Expected Result/Impact:</b> Increased score in the student product frequency in Apple Technology Learning Survey. Increased TTESS scores in 2.2. <b>Staff Responsible for Monitoring:</b> Administration Learning Coaches MTSS Teachers	Formative			Summative
	Oct	Jan	Apr	July
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				