

Aledo Independent School District

Aledo High School

2025-2026 Goals/Performance Objectives/Strategies



Mission Statement

Aledo High School - Daniel Ninth Grade exists to ensure high levels of learning for all students.

Vision

Growing greatness through exceptional experiences that empower learners for life.

Value Statement

#GrowingGreatness

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Goals

Goal 1: How We Teach: Delivery of Instruction

Performance Objective 1: AHS - DNG will implement four identified components of Fundamental 5 with fidelity including Framing the Lesson, Critical Writing, Frequent Small Group Purposeful Talk, and the campus look for Active Participation, into daily instruction, 100% of the time, by June 2026.

Evaluation Data Sources: Daily Impact Walk Data

Strategy 1 Details	Reviews			
Strategy 1: Campus administrators, coordinators, and specialists will model instructional strategies that are directly aligned with the instructional focus during campus professional learning opportunities throughout the school year. Strategy's Expected Result/Impact: Teachers will gain strategies and resources that can be taken back to the classroom and utilized within their content areas. Staff Responsible for Monitoring: Campus Administrators, Instructional Specialists, Campus Coordinators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Professional learning opportunities will be provided to teachers throughout the year that are specifically related to the instructional priorities. Strategy's Expected Result/Impact: Teachers will participate in professional learning opportunities such as Just in Time trainings and campus breakout sessions to learn new strategies for implementation. Staff Responsible for Monitoring: Instructional Specialists, Coordinators, and Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Teachers will meet in collaborative teams weekly to align instructional practices and share ideas for implementation. Strategy's Expected Result/Impact: Teachers will collaborate to ensure implementation from all members of the team. Staff Responsible for Monitoring: Collaborative Team Leadership, Instructional Specialists, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June

Strategy 4 Details	Reviews			
Strategy 4: Teachers will be provided feedback to reinforce implementation following Daily Impact Walk and T-TESS walkthroughs conducted by campus administrators. Strategy's Expected Result/Impact: Teachers will begin to make instructional adjustments based on the feedback received. Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
Strategy 5: Daily Impact Walk Data will be shared in the bulletin and faculty meetings, after each cycle to provide performance feedback. Strategy's Expected Result/Impact: Progress monitoring will provide feedback to teachers so they can improve the implementation of the district-identified best practices. Staff Responsible for Monitoring: Department Chairs, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: How We Teach: Delivery of Instruction

Performance Objective 2: AHS-DNG will implement the active participation indicator of the learner engagement rubric with fidelity in 100% of classrooms, by June 2026.

Evaluation Data Sources: Daily Impact Walk Data

Strategy 1 Details	Reviews			
Strategy 1: Campus administrators, coordinators, and specialists will model engagement strategies during campus professional learning opportunities. Strategy's Expected Result/Impact: Teachers will utilize engagement strategies within their lessons. Staff Responsible for Monitoring: CT leaders, Instructional Specialists, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers will be provided feedback to reinforce student engagement following Daily Impact Walk and T-TESS walkthroughs conducted by campus administrators. Strategy's Expected Result/Impact: Teachers will begin to make instructional adjustments based on the feedback received. Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Daily Impact Walk Data will be shared with faculty after each cycle to provide performance feedback. Strategy's Expected Result/Impact: Progress monitoring will provide feedback to teachers so they can improve the implementation of the district-identified best practices. Staff Responsible for Monitoring: Department Chairs, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Teachers, administrators, and specialists will participate in district and new teacher Instructional Rounds. Strategy's Expected Result/Impact: Teachers will dig into the Learner Engagement Rubric and gain strategies from their observations. Staff Responsible for Monitoring: Campus Administrators, District C&I Team	Formative			Summative
	Dec	Feb	Apr	June

Strategy 5 Details	Reviews			
Strategy 5: Teachers will meet in collaborative teams weekly to align instructional practices and share ideas for implementation. Strategy's Expected Result/Impact: Teachers will collaborate to ensure implementation from all members of the team. Staff Responsible for Monitoring: Collaborative Team Leadership, Instructional Specialists, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Professional Learning Community Actions

Performance Objective 1: By June 2026, 90% of the AHS-DNG collaborative teams will rate at the "Developing" level on the Professional Learning Community at Work Continuum: Learning As Our Fundamental Purpose.

Evaluation Data Sources: Professional Learning Community at Work Collaborative Team Ratings

Strategy 1 Details	Reviews			
Strategy 1: Collaborative Team Leader training will be held 5 times throughout the year - prior to the start of the year and quarterly throughout. Strategy's Expected Result/Impact: Collaborative team leaders will be equipped and empowered to guide their teams. Expectations will be set and systems will be shared across all content areas. Staff Responsible for Monitoring: Associate Principal of Teaching & Learning, Instructional Specialists	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers will ensure active student participation by designing lessons that provide multiple strategies to maximize student engagement and student contribution is monitored to ensure full participation. Strategy's Expected Result/Impact: Productivity will rise as students become more motivated and focused on their tasks, leading to higher-quality work and more efficient use of class time. Additionally, students will demonstrate an improved ability to apply content knowledge in real-world contexts, showing a greater understanding of material and its relevance beyond the classroom. This holistic growth will contribute to stronger academic performance and the development of critical thinking skills. Staff Responsible for Monitoring: Curriculum Coordinators, Associate Principal of Teaching & Learning, CT Leaders	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Collaborative Teams will identify Essential Learning Standards for each unit of study, clarify criteria for student mastery, and backward design their lessons. Strategy's Expected Result/Impact: Collaborative Teams will rate at the "Developing" level in indicator #1 by June of 2026. Staff Responsible for Monitoring: Campus Administrators, Curriculum Specialists, CT Leaders	Formative			Summative
	Dec	Feb	Apr	June

Strategy 4 Details	Reviews			
Strategy 4: The master schedule will be built with intention; allowing for collaborative team members to have time built into their schedule for weekly meetings. Strategy's Expected Result/Impact: Collaborative teams will have common planning time built into their daily schedule. Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
Strategy 5: Collaborative Teams will utilize formative and summative data to make instructional decisions and to guide interventions and extensions. Strategy's Expected Result/Impact: Analyzing common assessment data on a regular basis will allow teachers to adjust whole-class instruction as needed. Staff Responsible for Monitoring: Campus Administrators, Curriculum Coordinators, Collaborative Team Leaders	Formative			Summative
	Dec	Feb	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Professional Learning Community Actions

Performance Objective 2: By June 2026, 90% of the AHS-DNG collaborative teams will rate at the "Developing" level on the PLC at Work Continuum: Building a Collaborative Culture through high-performing teams.

Evaluation Data Sources: Professional Learning Community at Work Collaborative Team Ratings

Strategy 1 Details	Reviews			
Strategy 1: Collaborative teams will meet weekly utilizing guidelines, protocols, and processes (four critical questions) to ensure collaborative time is focused on the right work. Strategy's Expected Result/Impact: Collaborative teams will rate at the "Developing" level on the PLC Continuum by June of 2026. Staff Responsible for Monitoring: Campus Administrators, Instructional Specialists, Collaborative Team Leaders	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Collaborative team members will develop expectations, roles, and responsibilities to share the workload. Strategy's Expected Result/Impact: Collective responsibility and interdependence will be developed within collaborative teams. Staff Responsible for Monitoring: Collaborative Team Leaders, Campus Administrators, Instructional Specialists	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Collaborative Team Leaders will generate focused meeting agendas that align their work with the four critical questions. Strategy's Expected Result/Impact: Team collaboration will focus on students learning. Staff Responsible for Monitoring: Collaborative Team Leaders, Campus Administrators, Instructional Specialists	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Collaborative teams will conduct progress checks every nine weeks to determine areas of strength and needed focus related to the PLC Continuum. Strategy's Expected Result/Impact: Teams will conduct progress monitoring and develop strategies to address areas of needed growth. Staff Responsible for Monitoring: Campus Administrators, Instructional Specialists, Collaborative Team Leaders	Formative			Summative
	Dec	Feb	Apr	June

Strategy 5 Details	Reviews			
Strategy 5: Teachers will structure Flex time in a way that provides targeted intervention and extension. Strategy's Expected Result/Impact: Teachers will team up to divide content and concepts during Flex; building collective responsibility. Staff Responsible for Monitoring: Collaborative Team Leaders, Instructional Specialists, Department Chairs, Campus Administrators.	Formative			Summative
	Dec	Feb	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Professional Learning Community Actions

Performance Objective 3: By June 2026, 90% of the AHS-DNG collaborative teams will rate at the "Developing" level on the PLC at Work Continuum: Focusing on Results

Evaluation Data Sources: Professional Learning Community at Work Collaborative Team Ratings

Strategy 1 Details	Reviews			
Strategy 1: Collaborative Teams will develop and utilize common assessments to measure student progress and mastery. Strategy's Expected Result/Impact: Teachers will utilize results to guide instruction, intervention, and extension. Staff Responsible for Monitoring: Collaborative Team Leaders, Instructional Specialists, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Collaborative Teams will establish a SMART Goal and monitor/assess progress towards reaching the goal. Strategy's Expected Result/Impact: Collaborative teams will rate at the "Developing" level by June of 2026. Staff Responsible for Monitoring: Collaborative Team Leaders, Instructional Specialists, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Collaborative Teams will schedule weekly interventions and extensions where they share students across instructional teams. Strategy's Expected Result/Impact: Teachers will develop collective responsibility and interdependence. Staff Responsible for Monitoring: Collaborative Team Leaders, Instructional Specialists, Campus administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Collaborative Teams will utilize district common assessments, unit assessments and/or benchmarks to monitor progress toward SMART goals. Strategy's Expected Result/Impact: Teachers will analyze data to ensure a focus on results and student growth. Staff Responsible for Monitoring: Campus Administrators, Instructional Specialists, Collaborative Team Leaders	Formative			Summative
	Dec	Feb	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Aledo High School - Daniel Ninth Grades will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all campus departments.

Performance Objective 1: The AHS-DNG Administration Team will develop and implement a Six-Week Lead and Learn Protocol with department chairs (Core and SPED) to strengthen instructional leadership capacity and ensure proactive support for all teachers

Evaluation Data Sources: By the end of the school year, each department chair will demonstrate measurable growth in leadership capacity by setting and monitoring SMART goals, proactively supporting their teams, and aligning departmental practices with campus goals.

Strategy 1 Details	Reviews			
Strategy 1: Schedule recurring Lead and Learn meetings with department chairs every six weeks. Strategy's Expected Result/Impact: Individualized department updates and initiatives will be discussed and organized for effective implementation. Staff Responsible for Monitoring: Campus Principal, Associate Principal of Teaching and Learning	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Require department chairs to bring and review their department meeting agendas and minutes to each meeting. Strategy's Expected Result/Impact: Ensuring alignment and accountability. Staff Responsible for Monitoring: Campus Principal, Associate Principal of Teaching and Learning	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Provide feedback and coaching during each Lead and Learn to strengthen leadership practices and ensure alignment with campus mission and vision. Strategy's Expected Result/Impact: Leadership practices improve, alignment with campus goals, consistency across leaders, increased self reflection and growth, improve overall outcomes for students and staff. Staff Responsible for Monitoring: Campus Principal, Associate Principal of Teaching and Learning	Formative			Summative
	Dec	Feb	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Aledo High School - Daniel Ninth Grades will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all campus departments.

Performance Objective 2: AHS-DNG will reduce the professional staff turnover rate by July 2026, to 15%.

Evaluation Data Sources: The 2024-2025 school year was 18%, with a total of 30 resignations.

Strategy 1 Details	Reviews			
Strategy 1: Implement a monthly teacher and professional support staff recognition program to celebrate and honor individual commitment, hard work, and excellence. Strategy's Expected Result/Impact: Provide special recognition and boost morale. Staff Responsible for Monitoring: Campus Administration, Community Partners	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Implement a New Teacher Induction Program that provides ongoing professional learning, connection opportunities, and support. Strategy's Expected Result/Impact: New teachers experience growth, connection, and support. Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Facilitate team-building and culture-builder activities to create a culture of connectedness. Strategy's Expected Result/Impact: Increased faculty connection and engagement. Staff Responsible for Monitoring: Campus Administration, Department Chairs, Campus Counselors	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Establish a departmental structure that provides small learning communities, support, and connections for all faculty and staff. Strategy's Expected Result/Impact: Teachers connect within collaborative teams and departments. Department Chairs provide additional support and connection opportunities through a minimum of monthly meetings/events. Staff Responsible for Monitoring: Campus Administrators, Department Chairs	Formative			Summative
	Dec	Feb	Apr	June

Strategy 5 Details	Reviews			
Strategy 5: Professional learning opportunities will be provided throughout the school year to provide support, growth opportunities, resources, and engagement. Strategy's Expected Result/Impact: Teachers will be equipped and empowered. Staff Responsible for Monitoring: Campus Administrators, Instructional Specialists, Curriculum Coordinators, Department Chairs	Formative			Summative
	Dec	Feb	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Aledo High School - Daniel Ninth Grades will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all campus departments.

Performance Objective 3: The AHS-DNG overall student attendance rate will increase to 97.1 % by June of 2026.

Evaluation Data Sources: Attendance Reports

Strategy 1 Details	Reviews			
Strategy 1: Implement the campus attendance intervention system with fidelity. Strategy's Expected Result/Impact: Early intervention to address truancy issues Staff Responsible for Monitoring: Truancy Intervention Specialist, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Update the semester exam exemption policy to include an attendance provision as an attendance incentive. Strategy's Expected Result/Impact: Increased student attendance. Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Recognize and celebrate both student and staff attendance milestones on a regular basis and consistently share progress toward attendance goals with students, staff, and the community. Strategy's Expected Result/Impact: Staff and Students will be more informed and student attendance will increase. Staff Responsible for Monitoring: Campus Administrators, Campus Webmaster, Truancy Specialist	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: PEIMS audits will be performed to ensure proper attendance coding. Strategy's Expected Result/Impact: Overall state funding will be maximized. Staff Responsible for Monitoring: Campus Administrators, PEIMS Secretary	Formative			Summative
	Dec	Feb	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Aledo High School - Daniel Ninth Grades will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all campus departments.

Performance Objective 4: AHS-DNG will implement safety and security measures promoting an environment where students, parents, and staff feel safe and heard.

Evaluation Data Sources: Safety audit reports, monthly internal door audit reports, student and parent surveys

Strategy 1 Details	Reviews			
Strategy 1: Safety expectations will be communicated and training will be provided for all faculty and students including the SRP, safety drills, and safety exercises to increase safety and emergency preparedness. Strategy's Expected Result/Impact: Faculty, staff, and students will be equipped to enhance the safety of all and will be prepared in the event of an emergency. Staff Responsible for Monitoring: Campus Administrators, Campus Police	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Conduct daily internal and external door audits to ensure all doors are secure. Strategy's Expected Result/Impact: Increased level of safety and security. Staff Responsible for Monitoring: Campus Administrators, Campus Police	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Maintain a high level of adult supervision throughout the building throughout the school day. Strategy's Expected Result/Impact: Increased level of safety and security, and supervision. Staff Responsible for Monitoring: Campus Administrators, Campus Police	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Implement the enforcement of our student ID badge accountability system with fidelity. Strategy's Expected Result/Impact: Students will wear their ID badges and be identifiable resulting in an increased level of safety and security. Staff Responsible for Monitoring: Campus Administration, Campus Faculty & Staff	Formative			Summative
	Dec	Feb	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Aledo High School - Daniel Ninth Grades will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all campus departments.

Performance Objective 5: The percentage of graduates that meet the criteria for College Career Military Readiness will increase to 90% for the 2025 accountability rating.

Evaluation Data Sources: OnRamps enrollment and pass rates; AP enrollment and exam pass rates; dual credit completion; TSI pass rates; data rate completion of TSI substitute courses; military enlistments; pass rate industry-based certifications; level I and level II certification completions, increase percentage of completer status in CTE pathways.

Strategy 1 Details	Reviews			
Strategy 1: Implement a Tiered TSI Intervention Plan that includes a specified curriculum for designated courses, small group and individual tutorials, and TSI preparation. Strategy's Expected Result/Impact: Increased percentage of students taking and passing the TSI test. Staff Responsible for Monitoring: Campus Administrators, Advanced Academics Director, Intervention and Instructional Specialists, Hired Tutors, Testing Coordinator	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Host AP Saturday review events, and practice AP exams for AP test preparation. Strategy's Expected Result/Impact: Increased percentage of students receiving a 3 or higher on AP exams Staff Responsible for Monitoring: Advanced Academics Director, Campus Administrators, AP Teachers	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Utilize AP Classroom, PAP Classroom, and Albert IO for progress monitoring and a test preparation resource. Strategy's Expected Result/Impact: Increased percentage of students receiving a 3 or higher on AP exams Staff Responsible for Monitoring: Advanced Academics Director, Campus Administrators, AP Teachers	Formative			Summative
	Dec	Feb	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Aledo High School - Daniel Ninth Grades will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all campus departments.

Performance Objective 6: AHS-DNG Counseling Team will develop and implement processes that support the four components of a successful school counseling program including: systems support, individual planning, guidance, and responsive services by the end of the 25-26 school year.

Evaluation Data Sources: SMART Goal Progress Monitoring form, Counseling EOY Needs Assessment

Strategy 1 Details	Reviews			
Strategy 1: Develop a robust Guidance Curriculum to be facilitated with students throughout the year. Strategy's Expected Result/Impact: Students will be able to build relationships and access counselors through relevant and meaningful guidance. Staff Responsible for Monitoring: Lead Counselor, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Facilitate at least one school/community event each quarter. Strategy's Expected Result/Impact: Provide ongoing resources for students/families and increase family engagement. Staff Responsible for Monitoring: Lead Counselor, Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Evaluate and update the course selection process, academic planning guide, and timeline. Strategy's Expected Result/Impact: Provide personalized, timely course selection guidance to students. Staff Responsible for Monitoring: Lead Counselor, Campus Administration	Formative			Summative
	Dec	Feb	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Aledo High School - Daniel Ninth Grades will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all campus departments.

Performance Objective 7: AHS-DNG will successfully implement standardized behavior protocols for the 2025-2026 school year by integrating the LEAD framework.

Evaluation Data Sources: The AISD behavior standards will be fully implemented across all campus areas, including classrooms, common areas, the cafeteria, and all school functions.

Strategy 1 Details	Reviews			
Strategy 1: Teach/reteach behavior standards with students and staff multiple times throughout the year Strategy's Expected Result/Impact: Provide initial and follow up reemphasis of behavior standards to support consistent implementation across all areas of campus. Staff Responsible for Monitoring: Campus Administration, Campus Lead Guiding Coalition	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Develop and implement positive behavior recognition opportunities for students and staff. Strategy's Expected Result/Impact: Improve culture through positive recognition of students and staff. Staff Responsible for Monitoring: Campus Administration, Campus Lead Guiding Coalition	Formative			Summative
	Dec	Feb	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				