



**2024-2025**

# **PERFORMANCE OBJECTIVES FOR DISTRICT & CAMPUS IMPROVEMENT PLANS**



# **Performance Objectives for the 2024-2025 District and Campus Improvement Plans**

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**Boerne Independent School District  
District Improvement Plan  
2024-2025 Performance Objectives**

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# Mission Statement

The Boerne Independent School District engages, inspires, and enriches our community through innovative learning experiences.

**Engage. Inspire. Enrich.**

## Vision

**Our community will engage students and adults in a challenging educational environment that inspires creativity and enriches lives for today's realities and tomorrow's possibilities.**

## Value Statement

### Our Core Values

The Boerne ISD Core Values are the foundation of our success.

Taken together, they create the Boerne ISD culture and community by defining what it means to be Boerne ISD. Our core values are:

**Every Child, Every Day**

**Respectful Relationships**

**Excellence Through Integrity**

**Commitment to Service**

# Goals

**Goal 1:** Student Success: By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Performance Objective 1:** Increase the percentage of ALL graduates that are College, Career, and Military Ready to 92% by June 2025. The long-range goal is 100% by 2028.

## HB3 Goal

**Performance Objective 2:** Increase the CCMR percentage of Economically Disadvantaged graduates from 84% to 88% by June 2025. The long-range goal is 100% by 2028.

**Performance Objective 3:** Increase the identification and participation of Hispanic students in the Gifted and Talented program in grades K-5 from 19% to 22%. The long-range target is 33% to reflect the district race/ethnicity distribution.

**Performance Objective 4:** Sustain the percentage of students completing Algebra I in Middle School identified as Economically disadvantaged at 6%. The long-range target is 10%.

**Performance Objective 5:** Boerne ISD will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order by conducting an annual safety audit and weekly door audits as evidenced by 100% completion of planned safety audits.

## HB3 Goal

**Performance Objective 6:** Increase the percentage of 3rd grade students at the Meets grade level or above on Reading Language Arts STAAR from 71% to 73% by June 2025.

## HB3 Goal

**Performance Objective 7:** Increase the percentage of 3rd grade students at the Meets grade level or above on Math STAAR from 67% to 69% by June 2025.

## HB3 Goal

**Goal 2: Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Performance Objective 1:** By 2025, BISD will ensure the district's teacher mentor program equips mentors with the necessary skills and training to effectively support first- or second-year teachers resulting in proficiency and retention of 75% of novice teachers by the end of the second year of teaching.

**Performance Objective 2:** By 2025, BISD will establish the top 5 reasons employees work and stay with the district.

**Performance Objective 3:** By 2025, BISD Human Resources will increase knowledge and awareness of services offered by the HR Department by 75%, as assessed through semi-annual surveys and focus groups.

**Performance Objective 4:** By 2026, BISD will establish career pathways for teaching assistants and teachers.

**Performance Objective 5:** By 2026, BISD will develop and implement a recruitment and retention plan including attendance at job fairs in the state of Texas and implement local job fairs for auxiliary departments.

**Goal 3:** Fiscal Responsibility: By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

**Performance Objective 1:** Implement effective financial practices as evidenced by continued A-rating in FIRST for fiscal year 24-25.

**Performance Objective 2:** Update the Capital Replacement Plan by the end of the school year.

**Performance Objective 3:** Meet or exceed an annual Average Daily Attendance (ADA) rate of 93.5% for the 2024-2025 school year.

**Performance Objective 4:** By the end of the 2026-2027 school year, Boerne ISD will update technology infrastructure and devices to provide high quality, modern, high speed access to technology services for 100% of district students and staff.

**Performance Objective 5:** During the 2024-2025 school year, the District will study the need for Voter Approved Tax Ratification Election (VATRE) in November 2025 for the purpose of creating budgetary capacity in and providing funding for competitive salaries for District staff, program costs, and the capital replacement plan.

**Performance Objective 6:** During the 2024-2025 school year, the District will conduct an efficiency audit.

**Performance Objective 7:** During the 2024-2025 school year, the District will convene a Budget Strategy and Advisory Committee to study, assess, and prioritize long-term financial needs.

**Goal 4: Family and Community Engagement:** By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

**Performance Objective 1:** By 2025, BISD will develop a Family and Community Engagement Framework.

**Performance Objective 2:** By 2025, BISD will develop the System of Care Framework with phase one components clearly defined and implemented.

**Performance Objective 3:** By 2025, BISD will achieve an overall satisfaction rate with stakeholders (baseline year).



**Boerne Independent School District**

**Boerne High School**

**2024-2025 Performance Objectives**



# Mission Statement

**Boerne High School engages, inspires, and enriches our community through innovative learning experiences.**

## Vision

**Our community will engage students and adults in a challenging educational environment that inspires creativity and enriches lives for today's realities and tomorrow's possibilities.**

## Student Success

**All BHS students will have access to post-secondary readiness by way of college hours, industry-workforce internships, and an array of career fields in the different military branches.**

# Goals

**Goal 1:** Student Success: By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Performance Objective 1:** Boerne HS will increase their overall CCMR score from a 89 to 92% by June 30, 2025.

**HB3 Goal**

**Performance Objective 2:** BHS will increase the number of students who achieve Masters in Algebra 1 EOC to 25% and the number of students who achieve Masters English 2 EOC to 20% in order to be eligible to enroll in dual credit courses.

**HB3 Goal**

**Performance Objective 3:** Boerne HS will increase English 2 EOC performance standards to 90/60/30.

**HB3 Goal**

**Performance Objective 4:** Pathways to Technology (P-Tech) Medical/Health Science Program of Study: By 2028, Boerne High School will have had its first graduating cohort to graduate with an Associates of Science through San Antonio College.

**HB3 Goal**

**Performance Objective 5:** BHS will increase the overall performance of all economically disadvantaged students on all EOC testing by 5%.

**Goal 2: Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Performance Objective 1:** BHS will increase our staff retention rate to 95%, above the state average of 88.5% in preparation for TIA.

**HB3 Goal**

**Performance Objective 2:** BHS will continue to support a culture of collaboration with an emphasis on supporting staff through weekly PLC meetings. All professional staff members will participate in 18 hours of customized professional development per year.

**Goal 3:** Fiscal Responsibility: By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

**Performance Objective 1:** BHS will maintain similar student: teacher ratios in Algebra 1 as measured by the target student: teacher ratio of 24:1. BHS will maintain student: teacher ratios in all other classes of 28-32:1.

**Performance Objective 2:** BHS will align budget requested resources with Campus Improvement Plan goals.

**Performance Objective 3:** BHS will increase the overall attendance rate from 94.3% to 95.3% by May 22, 2025.

**Goal 4: Family & Community Engagement:** By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

**Performance Objective 1:** BHS will connect weekly with 100% of our school community through at least one mode of consistent two-way communication as evidenced by:

(External customers) - newsletters, social media posts, emails, school functions, etc.

(Internal customers) - weekly bulletins, faculty meetings, admin team meetings, etc.

**HB3 Goal**

**Performance Objective 2:** BHS will continue to grow community engagement by growing those industry partnerships with stakeholders who will provide valuable insight to increasing access and increasing the number of students who completed an internship prior to high school graduation and who earned an industry certification by 100% by Fall 2025.

**HB3 Goal**

**Boerne Independent School District**  
**Champion High School**  
**2024-2025 Performance Objectives**



# Mission Statement

In the heart of a Champion reigns a commitment to success driven by responsibility and self-direction. The Samuel V. Champion High School community will create a safe and intellectually stimulating environment in which each student is continuously challenged to become a champion - an ethical, life-long learner capable of excelling in a rapidly evolving global culture.

# Vision

The vision of Samuel V. Champion High School is to promote excellence in education and support student success by maintaining positive lines of communication with students, teachers, parents, and community members; and promoting a friendly, helpful, professional work environment utilizing cooperation, teamwork, and the desire to touch the lives and hearts of students.

# Value Statement

The Champion Way encompasses 12 characteristics: Trustworthiness, Adaptability, Initiative, Courage, Optimism, Contemplation, Perseverance, Compassion, Loyalty, Honesty, Respect, and Responsibility.



# Goals

**Goal 1: Student Success:** By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Performance Objective 1:** In the 2024-2025 school year, the academic performance gap in all EOC tested subjects will be reduced by 50% for EB, Hispanic, SPED, and Economically Disadvantaged and All Students

**Performance Objective 2:** In all five STAAR EOC tested areas, CHS will increase individual student growth measures by 10% for all populations causing an increase in Meets and Masters STAAR Performance on the 2025 STAAR/EOC.

**Performance Objective 3:** CHS will earn Distinction Designations in Academic Achievement in ELA/Reading, Math, Science, Social Studies, Academic Growth, Closing the Gaps, and/or Postsecondary Readiness for 2025 accountability.

**Performance Objective 4:** CHS will provide meaningful, engaging, and innovative learning through the use of high yield strategies evidenced via walkthrough data indicating that the elements were present in 90% of the walkthroughs by May of 2025.

**Performance Objective 5:** CHS will increase post-secondary readiness (CCMR) for all students as they continue their academic, career, or military-focused journey by increasing the number of students meeting CCMR to 93% for 2025 accountability.

**Performance Objective 6:** Champion High School attendance rate will increase by 1% in 2024-2025.

**Performance Objective 7:** CHS will narrow the achievement and opportunity gap for ECO Dis, EBs, and SPED students by offering Accelerated Instruction through intervention course and WES tutorials after school resulting in academic growth evidenced by 90% of CHS' Eco Dis', EBs and SPED population scoring approaches on EOCs during the 2024-2025 school year.

**Performance Objective 8:** CHS will increase Meets level performance in all EOC tested subjects by 5% by May of 2025.

**Goal 2: Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Performance Objective 1:** Boerne Samuel V. Champion High School will assess departmental professional development needs and respond with provisions to meet those needs. Champion HS will provide training, resources, and a continuum of support for all CHS teachers so as to impact student attendance, engaging and meaningful learning, and overall success as measured by an average of 18 PD hours per teacher.

**Performance Objective 2:** Campus administrators and teachers will create and communicate guidelines on the expectations for behavior, attendance and communication with students, parents and each other through newsletters and class meetings throughout the 2024-2025 school year.

**Performance Objective 3:** An evaluation of the master schedule and classroom usage will take place to ensure a 95% utilization of all instructional spaces at Champion HS in September of 2025.

**Performance Objective 4:** CHS SPED department along with campus administration will clearly communicate expectations for systems, processes, modifications and accommodations to teachers, parents and students at ARD meetings, PLCs and weekly communication for the 2024-2025 school year.

**Goal 3:** Fiscal Responsibility: By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

**Performance Objective 1:** Champion HS will meet district level expectations and requirements while planning an ethically sound budget that exists to support the growth of the campus and fulfill the needs of faculty, staff, students, and stakeholders as evidenced by quarterly budget reviews during the school year.

**HB3 Goal**

**Performance Objective 2:** Campus administrators and teachers will effectively communicate district guidelines and goals for attendance with students and parents, that results in a campus ADA of at least 95.5%.

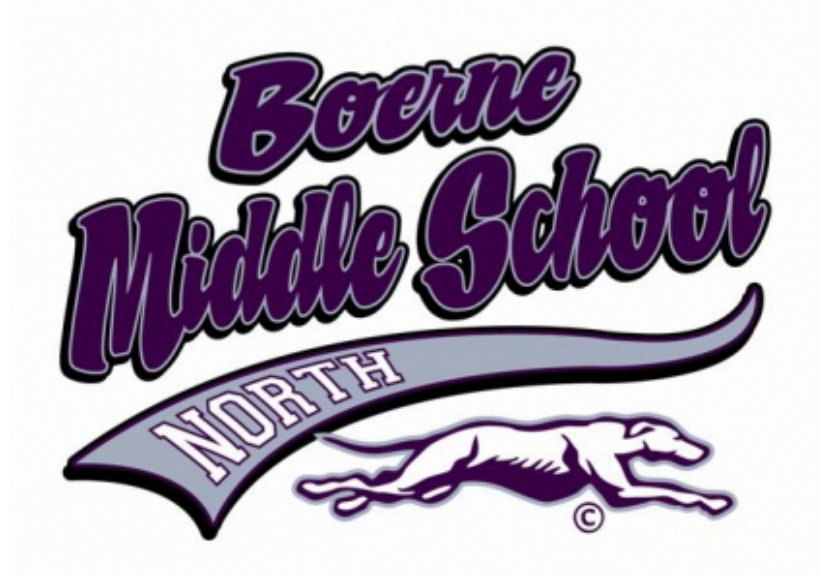
**Goal 4:** Family & Community Engagement: By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

**Performance Objective 1:** CHS staff survey will show that CHS provides a quality work environment so every employee can perform at the highest levels for the 2024-2025 school year

**Performance Objective 2:** CHS will improve guest teacher fill rate from 75% to 85% for the 2024-2025 school year.

**Performance Objective 3:** CHS will provide continuous communication with all stakeholders using a variety of tools including a weekly newsletter, social media, and parent meetings.

**Boerne Independent School District**  
**Boerne Middle School North**  
**2024-2025 Performance Objectives**



# Mission Statement

## BMSN MISSION STATEMENT

The mission of Boerne Middle School North is to provide a well-rounded program that promotes, develops, and advances the academic, physical, and social skills of each student. The mission is to produce students who take responsibility for their actions, respect learning, and have a feeling of self-worth.

# Vision

## BMSN VISION STATEMENT

### Community:

*Boerne Middle School North will create, promote, and maintain:*

- A partnership with parents and community that is welcoming, informative, supportive, and collaborative in its mission to achieve success for every student.
- A civic partnership that will utilize the resources of the community within the school.

### Students:

*Boerne Middle School North will create, promote, and maintain:*

- A focus that develops students who are self-motivated, take ownership of their learning and strive for a high level of achievement.
- A focus that develops self-disciplined students who act in a responsible, respectful, & safe manner. They accept individual differences & respect everyone's right to learn.
- A focus that develops students who are productive and independent members of society.

### Staff:

*Boerne Middle School North will create, promote, and maintain:*

- A focus on staff members who demonstrate a professional attitude which is positive, supportive, respectful, and encourages student success.
- A focus on staff members who work collaboratively to share ideas, model positive behavior, consistently enforce rules and advance the learning community.

### Curriculum:

*Boerne Middle School North will create, promote, and maintain:*

- A curriculum focus that is Texas Essential Knowledge and Skills based. Educators will work collaboratively to align the curriculum and to develop activities that are cross-curricular, relevant, and involve higher order thinking.
- A curriculum focus that incorporates multiple strategies to address the diverse needs of the students.
- A curriculum focus that employs a variety of authentic assessments to determine student mastery and appropriate teacher response.

## **Climate:**

### ***Boerne Middle School North will create, promote, and maintain:***

- A learning environment that encourages wellness and a healthy lifestyle for all.
- A learning environment that is safe, positive, enthusiastic, friendly, respectful, and accepting of all people in the school community.

# **Value Statement**

## **BMSN VALUE STATEMENTS**

### **Community**

#### ***BMSN will:***

- Create a classroom and campus atmosphere that encourages parent and community involvement by offering opportunities to participate in the learning process.
- Promote communication with parents and staff accessibility through diverse methods. This includes websites, voice mail, phone calls, e-mail, online grades, and campus and district publications.

### **Students**

#### ***BMSN will:***

- Provide a positive, respectful classroom and campus by establishing consistent expectations and clearly defined boundaries which promotes self-discipline.
- Establish clear academic goals and equip students with the tools to be responsible, productive members of society.

### **Staff**

#### ***BMSN will:***

- Collaborate with one another to promote, model, and encourage a consistent learning environment that is positive and professional.

### **Curriculum**

#### ***BMSN will:***

- Work collaboratively within our school and with other campuses to align the curriculum and to develop activities that are cross-curricular, relevant, involve higher order thinking skills and address the individual needs of the students.

### **Climate**

#### ***BMSN will:***

- Provide resources, instruction, and modeling of a healthy and productive lifestyle.
- Provide an inviting and safe classroom and campus environment for all students by posting clear expectations and promote positive interactions with students, parents, and fellow staff.

# Goals

**Goal 1: Student Success:** By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Performance Objective 1:** By May of 2025, BMSN Emerging Bilingual Students will meet or exceed the state expectation for TELPAS accountability. (45% or more of the students tested will demonstrate growth)

**Performance Objective 2:** Grade 6 & 7th grade math will increase scores by 5% at the approaches, meets, and masters level by May 2025.

**Performance Objective 3:** RLA grade 7 will increase scores by 5% at the approaches, meets, and masters level by May 2025.

**Goal 2: Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Performance Objective 1:** Create a culture of family where teachers are supported emotionally, professionally, and personally with priority on family work balance and wellness.

**Goal 3: Fiscal Responsibility:** By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

**Performance Objective 1:** Use the campus budget process to maximize fiscal responsibility through coordinating and monitoring all resources. (Measured by appropriate spending of at least 95% of budget allocation)

**Goal 4: Family & Community Engagement:** By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

**Performance Objective 1:** BMSN will achieve an ADA of 96% for the 2024-25 School Year.



**Boerne Independent School District**  
**Boerne Middle School South**  
**2024-2025 Performance Objectives**



# Mission Statement

Boerne Middle School South is dedicated to educate students through challenges, explorations and connections to **be the change** and lead lives of *integrity, responsibility and service*.

## Vision

**Take charge ... Inspire** students to reach their full potential throughout their lives.

## Motto

Take Charge ... Be the Change

# Goals

**Goal 1:** Student Success: By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Performance Objective 1:** Increase EB sub-population reading score (meets grade level or above on STAAR) to meet academic achievement target in Domain 3 Closing the Gaps by the end of the 2025 school year.

**Performance Objective 2:** Increase Special Education sub-population academic growth scores in math to meet academic growth target.

**Performance Objective 3:** Increase Economically Disadvantaged sub-population academic growth score in reading and math to meet academic growth target.

**Performance Objective 4:** Increase EB sub-population reading score (meets grade level or above on STAAR) to meet academic achievement target in Domain 3 Closing the Gaps.

**Performance Objective 5:** Increase Special Education sub-population academic growth score in math to meet academic growth target.

**Goal 2: Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Performance Objective 1:** BMSS will offer support and training for 100% staff to address identified needs to include, but not limited to: New Teacher Support group, faculty/departmental trainings, digital learning, special education and EB trainings as evidenced by professional development records, meeting agendas and sign-in sheets.

**Goal 3:** Fiscal Responsibility: By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

**Performance Objective 1:** Monitor budget and expenditures to maximize fiscal allocations providing for campus needs (instructional materials, supplies, professional development) as evidenced by expenditure records, SBDM meeting agendas, CIP Funding Summary. 100% of budget funds will be spent for students and staff by March 1, 2025.

**Performance Objective 2:** Implement energy savings recommendations to maximize efficiency while minimizing cost as evidenced by energy conservation reports to indicate 96% of the campus rooms are meeting at least 95% energy compliance rating.

**Performance Objective 3:** Increase student overall attendance rate from 95.1% to 97%.

**Goal 4: Family & Community Engagement:** By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

**Performance Objective 1:** Campus parent satisfaction surveys will rate at 93% as satisfied or highly satisfied.

**Performance Objective 2:** Campus student satisfaction surveys will rate at 85% satisfied or highly satisfied.

**Performance Objective 3:** Teacher satisfaction surveys will rate at 93% satisfied or highly satisfied.

**Boerne Independent School District**  
**Voss Middle School**  
**2024-2025 Performance Objectives**



# **Mission Statement**

We are an innovative, resilient, growth-minded, and service-oriented community. Our priority is to foster a relevant, supportive, student-centered atmosphere to engage in positive learning experiences for all.

## **Vision**

Capt. Mark Tyler Voss Middle School believes that by following Service, Ownership, Achievement, and Resilience in their everyday lives both at Voss and beyond, our students will be prepared to take on the challenges and seize the opportunities of the future.



# Goals

**Goal 1: Student Success:** By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Performance Objective 1:** For Domain 3, VMS will increase the student growth score for math to achieve the interim target for all students (from 66 to 67), white students (66 to 72), and our high focus group (52 to 62).

**Performance Objective 2:** For 24-25, VMS will increase at least 5% at meets and masters over the 24 STAAR scores.

**Performance Objective 3:** VMS will decrease the achievement gap at approaches between all students and special education students by 5% in STAAR RLA and Math.

**Goal 2: Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Performance Objective 1:** VMS administration, instructional coach, department chairs, and vision team will bring targeted professional development to staff to enhance teacher performance and improve student learning with at least 80% of walkthroughs showing the use of skills and strategies taught.

**Goal 3: Fiscal Responsibility:** By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

**Performance Objective 1:** CIP goals and strategies will guide budget allocations and expenditures from all sources.

**Performance Objective 2:** VMS will train staff and provide ongoing review, discussion, and implementation of recommended safety plans on campus and will implement plans with 100% fidelity.

**Performance Objective 3:** Increase the Voss MS attendance rate by 1.45% to 97% in 2025 (2022-2023 attendance rate of 95.65% and 2023-2024 attendance rate of 95.65%).

**Goal 4: Family & Community Engagement:** By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

**Performance Objective 1:** By 2025, at least 60% of staff will report high morale at my school or department on staff school climate survey. (Annual staff survey data from 2024: 53% of staff report high morale)

**Performance Objective 2:** By 2025, VMS will have a 5% decrease in behavior incidents. (147 behavior incidents in 2023-2024).

**Boerne Independent School District**  
**Cibolo Creek Elementary**  
**2024-2025 Performance Objectives**



# Mission Statement

Cibolo Creek Elementary School inspires the academic excellence that enables our community to meet the challenges of tomorrow.

## Vision

Cibolo Creek Elementary will develop motivated students who are conscientious, driven and innovative lifelong learners.

## Value Statement

Schools should teach the whole child, which encompasses problem solving, critical thinking and character education.

A good school is one that does what's right for students now in order to prepare them for lifelong success and a love of learning.

A successful student believes in them self, accepts failure as an opportunity to grow and has the potential to do great things.

An effective classroom is one that assures a positive atmosphere where all students feel comfortable to ask and answer questions, explore, struggle, succeed and take risks so they can learn and feel successful.

A good teacher is one who never stops learning, growing and adapting. They build relationships and help students see their potential by encouraging and challenging them to be all they can be in all areas.

A good administrator is an innovative instructional leader who leads by example in creating and promoting a warm and accepting atmosphere among staff and students.

An effective school faculty is one that motivates, supports and works together toward a common vision.

A quality instructional program sets clear expectations, utilizes various strategies for all learners and provides guidance.

# Goals

**Goal 1:** Student Success: By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Performance Objective 1:** This year, the percentage of 3rd-5th grade students achieving MEETS or above for ALL SUBJECTS (Domain 1) will increase 3% by May 2025.

## HB3 Goal

**Performance Objective 2:** The percentage of students in tier 2 and 3 on iStation will decrease by 2% from BOY August assessment to EOY assessment May 2025.

**Performance Objective 3:** The number of Special Education students that do not meet expectations for passing STAAR will decrease by 1% from May 2024 to May 2025.

**Performance Objective 4:** Overall math Map Growth percent score will increase from BOY 2024 to EOY 2025 by 3% in all grade levels.

**Performance Objective 5:** The percentage of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 78% to 80% by June 2025 with the target for SY 24-25 at 80%.

## HB3 Goal

**Performance Objective 6:** The percentage of 3rd grade students that score meets grade level or above on STAAR Mathematics will increase from 76% to 78% by June 2025 with the target for SY 24-25 at 78%

## HB3 Goal

**Performance Objective 7:** The percentage of 5th grade students who score meets or above on STAAR Science will increase from 38% to 45% by June of 2025.

**Goal 2: Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Performance Objective 1:** 100 % of teachers will participate in campus and district structured meetings such as PLC and vertical team meetings by June of 2025.

**Goal 3: Fiscal Responsibility:** By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

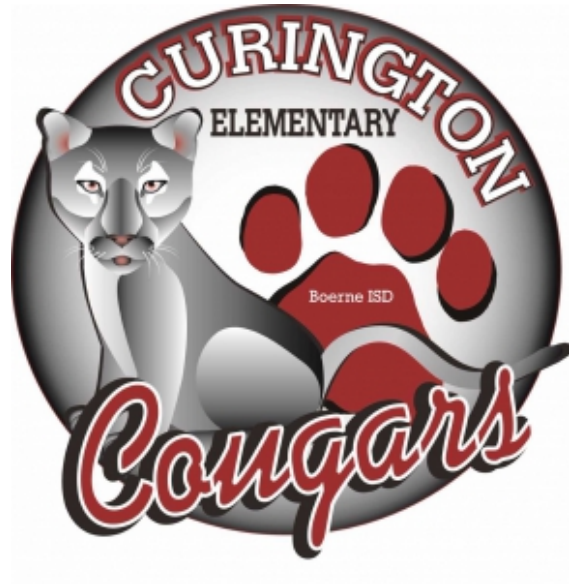
**Performance Objective 1:** This year, CCES will use 100% of funds available through the BEF Fall Disbursement, TIG, and PTO grants in accordance with grantor's timelines, policies, and procedures by June of 2025.

**Performance Objective 2:** Students Attendance will increase from 95.07% to 97% by May 2025.

**Goal 4: Family & Community Engagement:** By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

**Performance Objective 1:** This school year, we will provide two family engagement opportunities each semester by May 2025.

**Boerne Independent School District  
Curington Elementary  
2024-2025 Performance Objectives**



# Mission Statement

Curington Elementary strives to promote and facilitate the social, emotional, and academic success of the whole child resulting in the development of contributing members of our Boerne community and global society.

## Vision

Curington Elementary promotes positive attitudes, good character, and academic excellence.

## Beliefs and Promises

We Believe:

Everyone has greatness.

Teaching inspires curiosity and wonderment.

Embracing differences fosters learning.

Character counts and builds our society.

We Promise:

We will make all decisions on what is best for children.

We will refuse mediocrity and strive for personal excellence.

We will ignite a passion for learning.

We will develop character by being positive role models.

We will give 100%.



# Goals

**Goal 1:** Student Success: By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Performance Objective 1:** The At Risk student group will increase from do not meets to approaches by 3% at the end of the 2024-2025 school year.

**Performance Objective 2:** 80% of students will demonstrate growth in MAP RIT score from BOY to the end of the 2024-2025 school year.

## HB3 Goal

**Performance Objective 3:** The percentage of 3rd grade students that score meets grade level or above on STAAR Mathematics will increase from 65 to 70% and in reading from 65% to 70% by June 2025.

## HB3 Goal

**Performance Objective 4:** 46% of students or higher will achieve Meets or Above in STAAR science for the 24-25 school year.

**Goal 2: Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Performance Objective 1:** Curington Elementary School will recruit and retain highly effective and motivated staff as measured by a turnover rate lower than the state average of 12%

**Performance Objective 2:** Students in grades 3rd-5th will increase their rating statement scores "My teacher uses our classroom social contract to address misbehavior" on the annual CKH survey.

### **HB3 Goal**

**Goal 3: Fiscal Responsibility:** By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

**Performance Objective 1:** Curington will maximize resources through integrity and accountability as evidenced by Campus Improvement Plan's Funding Summary and expenditure reports by appropriately expending 100% of budgeted funds by April 1st.

**Performance Objective 2:** Curington Elementary will attain an Average Daily Attendance of 95.5% for the 2024-2025 school year.

**Goal 4: Family & Community Engagement:** By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

**Performance Objective 1:** Staff will continue to provide weekly communication to parents through newsletters with a goal of at least 75% of parents viewing.

**Performance Objective 2:** Students in grades 3rd-5th will increase their rating statement scores "My teacher uses our classroom social contract to address misbehavior" on the annual CKH survey.

**Boerne Independent School District**  
**Fabra Elementary**  
**2024-2025 Performance Objectives**



# Mission Statement

Our Mission at Fabra Elementary School is to nurture a safe environment of confident, life-long learners, by embracing and validating our diverse student body and challenging them to become respectful, responsible, and resilient problem-solvers of the future. Each and every day we will inspire students to achieve their maximum potential through collaborative, innovative, and authentic educational experiences.

## Vision

“Learning for all, whatever it takes”

# Goals

**Goal 1:** Student Success: By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Performance Objective 1:** Fabra Elementary will achieve a minimum scoring on STAAR achievement of 90%, 60%, and 30% at the approaches, meets, and masters level across all subjects and grade levels on the 2025 STAAR Assessment.

**Performance Objective 2:** The percentage of kindergarten, 1st grade, and 2nd grade students will score "At or Above Benchmark" at 70%, 72%, and 75% respectively as measured by the MClass end of year assessment.

**Performance Objective 3:** The percentage of 3rd grade students that score meets grade level or above on STAAR RLA will increase from 65% to 75% by June 2025.

## **HB3 Goal**

**Performance Objective 4:** The percentage of 3rd grade students that score meets grade level or above on STAAR Mathematics will increase from 65% to 70% by June 2025.

## **HB3 Goal**

**Goal 2: Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Performance Objective 1:** Fabra will continue to support a culture of collaboration to ensure 100% of staff aspire to the highest level of professional performance and growth.

**Performance Objective 2:** Fabra will continue to recruit and retain highly effective staff by utilizing committee and staff input of new members as measured by a staff turnover rate less than the state average of 11.57% for the 2024-2025 school year.

**Goal 3: Fiscal Responsibility:** By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

**Performance Objective 1:** Fabra will expend 95% of campus budgets and activities funds on identified needs consistent with district goals by April 1, 2025.

**Performance Objective 2:** Fabra Elementary will attain an Average Daily Attendance of 96% for the 2024-2025 school year.

**Goal 4: Family & Community Engagement:** By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

**Performance Objective 1:** Fabra will maintain above a 95% satisfactory in parent and employee satisfaction survey results for 2024 - 2025 school year.

**Performance Objective 2:** Fabra Elementary will clearly communicate with 100% of all stakeholders to ensure all stakeholders feel they are engaged and valued during the 2024-2025 school year.

**Boerne Independent School District**  
**Fair Oaks Ranch Elementary**  
**2024-2025 Performance Objectives**



# Mission Statement

The mission of Fair Oaks Ranch Elementary is to nurture the intellectual, emotional, social, creative, and physical growth of all children. Parents, educators, and community members will work together to create a developmentally appropriate educational environment that will prepare students for success in school and to be life-long learners, and responsible citizens.



# Goals

**Goal 1:** Student Success: By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Performance Objective 1:** Students in KG-2nd that perform below or well below on the district ELAR universal screener (mCLASS), will decrease students in need of tier 2 and tier 3 support by 5% from the beginning of year assessment to the end of year assessment by May 2025.

**Performance Objective 2:** Students in KG-2nd will improve the percentage of students that scored at or below the 40th percentile to under 12% on the district math universal screener (MAP) from the beginning of year assessment to the end of year assessment by May 2025.

**Performance Objective 3:** Students in 4th grade will improve the percentage of students that did not meet the passing rate to under 10% on Math STAAR by May 2025

**Performance Objective 4:** 100% of Emerging Bilinguals that scored, Beginning or Intermediate on TELPAS in the 2023-2024 school year, will increase their composite score by one level by the end of May 2025.

**Performance Objective 5:** Students in 3rd grade will improve the meets percentage on STAAR Reading to 90% by May 2025.

## HB3 Goal

**Performance Objective 6:** Students in 3rd grade will improve the meets percentage on STAAR Math to 90% by May 2025.

## HB3 Goal

**Performance Objective 7:** Students receiving Special Education services will improve the approaches level of performance on STAAR math by 5% in 3rd and 4th grade by May 2025.

**Goal 2: Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Performance Objective 1:** The campus will achieve a staff retention rate of 90% or higher for the 24-25 school year.

**Goal 3: Fiscal Responsibility:** By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

**Performance Objective 1:** The student Average Daily Attendance (ADA) rate will increase from 96.0% to 96.5% by May 2025.

**Performance Objective 2:** Students in Kindergarten will increase their Average Daily Attendance (ADA) from 95.2% to 96.5% by May 2025.

**Goal 4: Family & Community Engagement:** By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

**Performance Objective 1:** 2nd - 5th grade students' results for Capturing Kids Hearts survey will increase their rating from 3.4 to 4.5 to the statement, "Students help to greet at the door, lead Good Things, follow the Social Contract, and use Launches in the classroom" by May 2025.

**Boerne Independent School District**  
**Herff Elementary**  
**2024-2025 Performance Objectives**



# Mission Statement

Dr. Ferdinand L. Herff Elementary nurtures an encouraging and trusting environment where the whole child is known, loved, and valued.

## Vision

Dr. Ferdinand L. Herff Elementary understands that our community needs to feel connected, welcomed, and safe to achieve learning. Our campus is a playground of love, trust, engagement, and focused instructional design. We strive to encourage curious and creative thinking while challenging every student. We will acknowledge strengths, while supporting struggles. Confidence will be cultivated and individuality will be celebrated, as we empower our students and staff (community/campus) to leave their Legacy.

# Goals

**Goal 1:** Student Success: By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Performance Objective 1:** The average growth indicator for K-2, as measure by MAP, will increase from 72.67% to 80% by the end of the 2024-2025 school year.

## HB3 Goal

**Performance Objective 2:** The average growth indicator for 3-5, as measure by MAP, will increase from 57.3% to 65% by the end of the 2024-2025 school year

## HB3 Goal

**Performance Objective 3:** The average growth indicator for K-2, as measured by MCLASS, will increase from 68.8% to 80% by the end of the 2024-2025 school year.

**Performance Objective 4:** The percentage of 3rd grade students that score Meets grade level or above on STAAR Reading will increase from 78% to 82% by June 2028 with the target for SY 24-25 at 80%.

## HB3 Goal

**Performance Objective 5:** The percentage of 3rd grade students that score Meets grade level or above on STAAR Math will increase from 68% to 72% by June 2028 with the target for SY 24-25 at 70%.

## HB3 Goal

**Goal 2: Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Performance Objective 1:** 100% of HES instructional staff will engage in weekly PLCs using a structured format that provides opportunities for collaboration, planning, and professional learning centered on student data and needs.

**Goal 3: Fiscal Responsibility:** By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

**Performance Objective 1:** In the 2024-2025 school year HES will improve attendance to 96% per 9-weeks, through the implementation of consistent systems and strategies.

**Goal 4: Family & Community Engagement:** By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

**Performance Objective 1:** HES will develop transparent and fair behavior systems that monitor and reduce the number of behavior incidences by 25% from the end of the first semester to the end of the school year.

**Boerne Independent School District**  
**Kendall Elementary**  
**2024-2025 Performance Objectives**



# Mission Statement

*The Kendall Elementary School community works collaboratively to empower our students to develop the skills and character needed to become responsible, productive citizens and dedicated learners.*

## Vision

**Knowledge** – empowering students to be life-long learners

**Network** – linking home, school, and community

**Individuals** – meeting the needs of every student

**Growth** – building healthy minds and bodies

**High Expectations** – striving for academic excellence for all

**Technology** – developing skills necessary to compete in the 21<sup>st</sup> century

**Safe environment** – providing a nurturing environment for teaching and learning

## Motto:

“Where the Mind is Developed and the Future Begins”



# Goals

**Goal 1:** Student Success: By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Performance Objective 1:** Increase number of students reaching the Masters level on 3rd grade Math from 24 to 30% by May 2025.

## HB3 Goal

**Performance Objective 2:** The percentage of 3rd grade students that score meets grade level or above on STAAR Mathematics will increase from 60-65% by June 2025 with the target for SY 24-25 at 60%.

## HB3 Goal

**Performance Objective 3:** The percentage of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 69-75% by 2025 with the target for SY 24-25 at 75%.

## HB3 Goal

**Performance Objective 4:** Increase the number of ALL students achieving Meet level on All subjects by 3% by May 2025.

**Performance Objective 5:** KES will focus on the SEL of ALL students as measured by a decrease of 10% in discipline referrals in 24-25 school year.

**Goal 2: Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Performance Objective 1:** Staff will provide input for 1 PLC topics that will foster individual growth and development as measured by PLC agenda topic chosen once per month.

**Performance Objective 2:** The campus will achieve a staff retention rate higher than the state average by the end of 24-25 school year.

**Goal 3: Fiscal Responsibility:** By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

**Performance Objective 1:** Meet with Site Based Decision Making Team 4 times per year to look at data, identify areas for purchases, and ensure that new purchases are used with fidelity.

**Performance Objective 2:** Weekly meeting with Principal Secretary will focus on campus budget; PO's submitted and received, staff requests, and ensuring that campus budget is being allocated correctly and expended by April 2024.

**Performance Objective 3:** Kendall Elementary will attain an Average Daily Attendance of 95% for the 2024-2025 school year.

**Goal 4: Family & Community Engagement:** By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

**Performance Objective 1:** Increase staff satisfaction from by 10% as based on BISD survey.

**Boerne Independent School District**  
**Van Raub Elementary**  
**2024-2025 Performance Objectives**



# Mission Statement

**The staff and faculty of Van Raub Elementary will ensure a safe, challenging, creative, and effective school environment that will enable all students to achieve a high mastery of academic performance and build a positive self-image and become productive, responsible citizens. We strive to equip each student with skills for lifelong learning as evidenced through academic success, positive community engagement, and the pursuit of success in their careers and / or endeavors.**

# Vision

**Through a collaborative community of family and school partnerships, Van Raub Elementary will be a safe learning environment in which students receive essential building blocks to grow and reach their individual potential.**

# Goals

**Goal 1:** Student Success: By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Performance Objective 1:** This year, VRES students in grades 3-5 will increase the percentage of Masters in all subjects as measured by STAAR from 41% to 43%.

## HB3 Goal

**Performance Objective 2:** Van Raub's Special Education sub-population will increase student achievement in all subjects by 2% at the Meets level moving from 16% to 18% by STAAR in spring of 2025.

## HB3 Goal

**Performance Objective 3:** The percentage of 3rd grade students that score Meets grade level or above on STAAR READING will increase from 75% to 80% by June 2025 surpassing the district target of 75%.

## HB3 Goal

**Performance Objective 4:** The percentage of 3rd grade students that score Meets grade level or above on STAAR MATHEMATICS will increase from 79% to 80% by June 2025, surpassing the district target of 75%.

## HB3 Goal

**Performance Objective 5:** Van Raub's Economically Disadvantaged sub-population will increase student achievement in all subjects by 2% at the Masters level moving from 25% to 27% by STAAR in the spring of 2025.

**Performance Objective 6:** Van Raub's 5th grade students will increase student achievement in Science at the Masters level moving from 27% to 30% by STAAR in spring of 2025.

**Performance Objective 7:** The percentage of kindergarten, 1st grade, and 2nd grade students will score "At or Above Benchmark" at 90% as measured by the MClass end-of-year assessment.

**Performance Objective 8:** Students in K-5 will meet or exceed overall growth as measured by MAP from BOY to EOY Assessments increasing from 68% to 70%

**Goal 2: Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Performance Objective 1:** VRES will continue to enhance opportunities for recruiting, selecting, retaining, and developing exceptional people. Staff surveys to reflect at least 75% of staff participation with a satisfactory or better in all areas and a turnover rate of less than the state rate of 13.44%

**Goal 3: Fiscal Responsibility:** By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

**Performance Objective 1:** We will expend 90% of campus, state, and local budgets on identified needs by April 1, 2025.

**Performance Objective 2:** We will increase the campus attendance rate from 95.22% to at least 96% for the 2024-2025 school year.

**Goal 4: Family & Community Engagement:** By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

**Performance Objective 1:** Provide weekly communication, at least 36 times throughout the school year to VRES families and staff about student progress, campus events, and activities.

**Performance Objective 2:** This school year, VRES will offer parents/family members a minimum of 15 opportunities to engage and connect with the school.

**Boerne Independent School District**  
**Viola Wilson Elementary**  
**2024-2025 Performance Objectives**



# Goals

**Goal 1:** Student Success: By 2028, 100% of Boerne I.S.D. students will engage in innovative learning experiences, so they are college, career, and/or military ready.

**Performance Objective 1:** This year, VWES students in grades 3-5 will increase the Academic Growth Indicator from 78 to 82 in all subjects as measured by STAAR Meets Level performance.

## HB3 Goal

**Performance Objective 2:** Viola Wilson's Special Education subpopulation will increase student achievement Meets Level performance on STAAR from 63% to 67% in Reading.

## HB3 Goal

**Performance Objective 3:** Viola Wilson's Economically Disadvantaged subpopulation will increase student achievement in Math by 70% at the Masters level to 74% on STAAR in the spring of 2025.

## HB3 Goal

**Performance Objective 4:** Students in KG-2nd that perform below or well below on the district ELAR universal screener (9mClass), will show growth from the beginning of the year assessment to the end of the year assessment by May 2025.

## HB3 Goal



**Goal 2: Talent:** By 2028, 100% of the Boerne I.S.D. employee experience will prioritize opportunities to perform at and aspire to the highest level of professional performance and growth.

**Performance Objective 1:** By June 2025, VWES will enhance its recruitment, selection, and retention processes by attracting and retaining high-quality staff. Success will be measured by filling 100% of open positions with qualified candidates and retaining at least 75% of newly hired staff through the end of the school year

**Performance Objective 2:** By June 2025, VWES will strengthen its culture of collaboration by implementing at least three new initiatives that promote teamwork and community engagement. Success will be measured by a 20% increase in participation in collaborative activities and positive feedback from staff and community members regarding the sense of teamwork and shared purpose within the school.

**Goal 3: Fiscal Responsibility:** By 2028, Boerne I.S.D. will maximize funding and efficiencies so our budget funds 100% of our identified needs.

**Performance Objective 1:** We will increase the campus attendance rate to at least 97% for the 2024-2025 school year.

**Goal 4: Family & Community Engagement:** By 2028, 100% of Boerne I.S.D. stakeholders will be part of a culture of trust where they feel engaged and valued.

**Performance Objective 1:** VWES will provide weekly communication, throughout the school year to VWES families and staff about student progress, campus events, and activities to promote culture.

**Performance Objective 2:**

By the end of the 2024-2025 school year, VWES will increase parent and family engagement by offering at least four school-wide events designed to foster connections and build a sense of community. Success will be measured by achieving a 10% increase in attendance at these events compared to the previous events.