



Devine High School 2025–2026 Campus Improvement Goals and Objectives

Goal 1: Parent and Community Involvement

Objective 1.1:

Increase community and parental involvement to strengthen partnerships that support high expectations and student success.

Evaluation / Measurement:

- Documentation of parent and community engagement opportunities and participation.
- Evidence of collaboration through programs, events, and decision-making committees.

Campus Goal:

Maintain or increase partnership programs with community organizations. Actively include parents and community members in decision-making processes to improve the campus.

Goal 2: Student Achievement

All students will be encouraged and supported to reach their full academic potential.

Objective 2.1:

Increase student performance on STAAR End-of-Course (EOC) exams to exceed the state average in all tested areas.

Evaluation / Measurement:

- STAAR EOC results showing increases in the percentage of students and subpopulations achieving *Approaches*, *Meets*, or *Masters* grade-level performance compared to state averages.
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Objective 2.2:

Reduce the achievement gap among all student populations by at least 10% annually.

Evaluation / Measurement:

- Annual analysis of STAAR EOC data showing improvement across all subpopulations.

Campus Goal:

- Hispanic students will meet or exceed the state average in all STAAR EOC performance categories.
 - Economically disadvantaged, at-risk, and Special Education students will meet or exceed state averages in *Approaches*, *Meets*, and *Masters*.
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Objective 2.3:

Increase College, Career, and Military Readiness (CCMR) performance indicators through expanded CTE program opportunities, student completers, and industry-based certifications (IBCs).

Evaluation / Measurement:

- Annual increase in the number of students completing a CTE program of study.
- Annual increase in the number of students earning an industry-based certification (IBC).
- Growth in the percentage of graduates meeting one or more CCMR indicators as defined by TEA accountability.

Campus Goal:

Expand CTE course offerings, partnerships, and pathways to ensure that every student graduates prepared for postsecondary success through college, career, or military readiness.

Objective 2.4:

Decrease the annual dropout rate to meet or exceed state and federal standards.

Evaluation / Measurement:

- TAPR-reported dropout rate maintained or reduced below the state average of 2.1%.
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Objective 2.5:

Maintain a high graduation rate and improve student attendance.

Evaluation / Measurement:

- Graduation rates remain at or above state requirements.
- Attendance rate increases annually toward a goal of 97% or higher.

Campus Goal:

- Student absences will not exceed nine per semester.

Goal 3: Curriculum and Instruction

Provide a well-balanced and rigorous curriculum that prepares all students for success beyond high school.

Objective 3.1:

Ensure that TEKS Resource System serves as the guaranteed and viable curriculum for all students, with a focus on alignment, rigor, and backward design.

Evaluation / Measurement:

- Evidence of aligned lesson plans, learning objectives, activities, and assessments demonstrating academic rigor.

Campus Goal:

- All teachers will incorporate rigor and higher-order thinking into instruction to prepare students for college, career, and life success.

Objective 3.2:

Increase the percentage of students enrolled in advanced academic courses.

Evaluation / Measurement:

- Year-over-year increase in advanced course enrollment (AP, Dual Credit, Honors).

Campus Goal:

- The percentage of students enrolled in advanced coursework will increase annually.

Goal 4: Qualified and Effective Personnel

Recruit, develop, and retain highly qualified and effective educators and staff members.

Objective 4.1:

Implement staff development programs that promote high expectations and performance while addressing critical shortage areas.

Evaluation / Measurement:

- Documentation of professional development participation and implementation.
- Decrease in staffing shortages in key instructional areas.

Objective 4.2:

Use data disaggregation and research to inform instructional and administrative practices for continuous improvement.

Evaluation / Measurement:

- Data reports demonstrating instructional adjustments based on analysis.
 - Evidence of improved student outcomes resulting from data-driven practices.
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Goal 5: School Climate – Safe and Disciplined Environment

Maintain a safe, positive, and disciplined learning environment conducive to academic achievement.

Objective 5.1:

Promote high standards for student behavior, academic achievement, respect, self-discipline, and accountability.

Evaluation / Measurement:

- Reduction or maintenance of low rates of vandalism, suspensions, removals, and expulsions.
- Continued low accident and incident rates.
- Improvement in student academic and behavioral performance tied to proactive campus planning and strategies.

Campus Goal:

Engage district staff, administration, teachers, students, parents, and community representatives in shared decision-making to continually improve school safety and student success.

