Ector County Independent School District Wilson & Young Middle School 2025-2026 Board Goals/Performance Objectives/Strategies

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Board Goals

Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

Performance Objective 1: By May of 2026, the percentage of students achieving or exceeding their reading RIT goal will increase from 42% to 52% by spring of 2026.

Indicators of Success:

Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%, Gr. 6 Reading - % of 6th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 46%, Gr. 8 Reading - % of 8th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 44%

Evaluation Data Sources: BOY to EOY MAP Testing

Strategy 1 Details	Reviews			
Strategy 1: Teachers will provide intervention to students through analyzing growth data and targeting students who are not		Formative		Summative
on track to meet their one-year growth target. Targeted tutoring will be based previous year's STAAR Quintile, BOY MAP, Checkpoint Data, and STAAR Interim.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase student growth on EOY MAP and STAAR performance level growth				
Staff Responsible for Monitoring: RLA MCLS and Principal				
TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy				
Strategy 2 Details		Rev	iews	
Strategy 2: Implementation of small group instruction during RLA block (6th and 7th) 8th grade Reading Lab with Tier 2		Formative		Summative
and 3 intervention based on student gaps and opportunities to provide reteach when necessary.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase in the number of students reaching reading RIT goal.				
Staff Responsible for Monitoring: RLA teachers, RLA MCLS, and Principal				
TEA Priorities:				
Build a foundation of reading and math				



Performance Objective 2: By May of 2025, the percentage of students achieving or exceeding their math RIT goal will increase from 55% to 58%.

Indicators of Success:

Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%

Evaluation Data Sources: BOY and EOY MAP

Strategy 1 Details		Rev	views	
Strategy 1: Teachers will provide intervention to students through analyzing growth data and targeting students who are not		Formative		Summative
on track to meet their one-year growth target. Targeted tutoring will be based previous year's STAAR Quintile, BOY MAP, Checkpoint Data, and STAAR Interim.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase in number of students achieving RIT Goal				
Staff Responsible for Monitoring: Math Teachers, Math MCLs, Assistant Principal, Principal				
TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy				
Strategy 2 Details	Reviews			
Strategy 2: Implementation of small group instruction during math block (6th and 7th) 8th grade Math Lab with Tier 2 and		Formative		Summative
3 intervention based on student gaps and opportunities to provide reteach when necessary. Strategy's Expected Result/Impact: strengthen Tier 2 and 3 interventions and lead to increase in number of students achieving their RIT goal. Staff Responsible for Monitoring: Math Teachers, Assistant Principal, MCLs, Principal	Oct	Jan	Mar	May
TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction				
No Progress Accomplished Continue/Modify	X Discor	ntinue	1	1

Performance Objective 3: By May of 2026, the percentage of students performing at the masters level on the Algebra I EOC will increase from 91% to 95% as measured by STAAR.

Indicators of Success:

English I - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 2026 Goal: 38%, Algebra I - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 30%

Evaluation Data Sources: 2026 STAAR EOC Scores

Strategy 1 Details		Rev	iews	
Strategy 1: Teachers will use district checkpoints to assess student's achievement level and track growth as they work		Formative		Summative
towards meeting masters performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly with reteach.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase masters from 91% to 95%.				
Staff Responsible for Monitoring: Algebra I teacher, Assistant Principal. Principal				
TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction				
Strategy 2 Details	Reviews			
Strategy 2: 8th grade Algebra students will receive additional tutoring and intervention through IXL math and have access	Formative			Summative
to tutoring before and after school. MAP assessments will create an individualized pathway in IXL to remediate and enrich based on each individual students learning needs.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase in % of students performing at masters level on STAAR Algebra I EOC.				
Staff Responsible for Monitoring: Algebra Teacher, Assistant Principal, Principal.				
TEA Priorities:				
Build a foundation of reading and math - ESF Levers:				
Lever 5: Effective Instruction				



Performance Objective 4: By May of 2026, the percentage of students performing at the meets level on the math STAAR will increase from to 30% to 45% as measured by STAAR.

Indicators of Success:

Gr. 6 Math - % of 6th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 36%, Gr. 8 Math - % of 8th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 31%

Evaluation Data Sources: District Checkpoints, BOY MAP, STAAR Interim, STAAR test, formative assessments

Strategy 1 Details		Rev	views	
Strategy 1: 7th grade math teachers will track district checkpoint data as well as STAAR interim data to assess student's		Formative		Summative
achievement level and track growth as they work towards meeting this performance objective. Teacher's will use PLCs to disaggregate data to further assess mastery and needs for reteach. Reteach plans such as spiral reviews, do now's, and exit tickets.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase in 7th grade meets performance level as measured by the 2026 STAAR. Staff Responsible for Monitoring: 7th Grade MCL, Assistant Principal, Principal				
TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction				
Strategy 2 Details		Rev	views	•
Strategy 2: Teachers will provide TIER II and TIER III instruction based on data during Math Block (6th and 7th) and math		Formative		Summative May
lab (8th) Intervention will include small group, individualized lessons in IXL, and stations.	Oct	Jan	Mar	
Strategy's Expected Result/Impact: Increase the % of 7th grade math students performing at the meets level to 20%. Staff Responsible for Monitoring: 7th Grade math MCL, Assistant Principal, Principal TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction				
No Progress Accomplished — Continue/Modify	X Discon	itinue		

Performance Objective 5: By May of 2026, the percentage of RLA students performing at the meets level will increase from 47% to 55%.

Indicators of Success:

Gr. 6 Reading - % of 6th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 46%, Gr. 8 Reading - % of 8th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 44%

Evaluation Data Sources: District Checkpoints, STAAR interim, and STAAR 2026

Strategy 1 Details		Rev	views		
Strategy 1: Using I-Ready data, BOY MAP data, and district checkpoint assessments teachers will track student mastery of		Formative Summat		Summative	
TEKS. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly through small group and reteach. (6th and 7th during Tier II and Tier III intervention during block, 8th grade lab)	Oct	Jan	Mar	May	
Strategy's Expected Result/Impact: Increase in % of students performing at the meets level on STAAR 2026 Staff Responsible for Monitoring: 7th Grade RLA MCL, Principal					
TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction					
Strategy 2 Details	Reviews				
Strategy 2: RLA teachers will utilize blended learning to provide increased individualized intervention, student choice, and		Formative		Summative	
student data tracking. Strategy's Expected Result/Impact: Increase student engagement and mastery of material which will increase 5% of 7th grade students performing meets performance level on the 2026 STAAR Staff Responsible for Monitoring: RLA MCLs and Principal TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Oct	Jan	Mar	May	
No Progress Accomplished Continue/Modify	X Discon	itinue	•	,	

Performance Objective 6: By May of 2026, the percentage of 8th grade students performing meets level on Science will increase from 39% to 45%.

Indicators of Success:

Gr. 8 Math - % of 8th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 31%

Evaluation Data Sources: STAAR interim and STAAR 2026 Data

Strategy 1 Details		Rev	views	
Strategy 1: Student data tracking of performance on BOY MAP, district checkpoints, and STAAR interim data.		Formative S		
Strategy's Expected Result/Impact: Increase in student knowledge of performance and increase targeted Tier II and III instruction to increase % of meets level student performance	Oct	Jan	Mar	May
Staff Responsible for Monitoring: 8th Grade Science PLC, Assistant Principal, Principal				
ESF Levers: Lever 5: Effective Instruction				
Strategy 2 Details		Rev	views	
Strategy 2: Through support of Region 18, curriculum, Department head, implement PLC process, observations within classrooms, and coaching sessions to improve curriculum and teacher content knowledge of Science TEKS/standards.		Formative Su		
		Jan	Mar	May
Strategy's Expected Result/Impact: increase teacher efficiency and content knowledge leading to growth in the area of MEETS as measured by the STAAR				
Staff Responsible for Monitoring: 8th Grade Science, Assistant Principal, Principal				
Title I: 2.51 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				
No Progress Accomplished — Continue/Modify	X Discon	tinue		

Performance Objective 7: By May of 2026, the percentage of students performing at the approaches level in 8th grade Social Studies will increase from 43% to 62% as measured by STAAR.

Indicators of Success:

Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%

Evaluation Data Sources: District Checkpoints, STAAR interim, STAAR

Strategy 1 Details		Rev	iews	
Strategy 1: Social studies teachers, with the help of the IC and department head will analyze district checkpoint data. The		Formative		Summative
instructional frameworks, frequently tested TEKS, and standards analysis to ensure lesson alignment and reteach are consistent.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase in number of students achieving the approaches performance level to 62%				
Staff Responsible for Monitoring: IC, 8th Grade Social Studies teachers, Principal				
Title I: 2.51 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Results Driven Accountability				
Strategy 2 Details		Rev	iews	
Strategy 2: Region 18 coaching, curriculum, IC, and Department head, implement PLC process, observations within		Formative		Summative
classrooms, and coaching sessions to improve teacher content knowledge of the TEKS, and implementation of embedded student engagement strategies.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase in student engagement during content leading to increase in performance of approaches to 62%				
Staff Responsible for Monitoring: IC, 8th Grade Social Studies, Principal				
ESF Levers:				
Lever 5: Effective Instruction				



Board Goal 2: The percentage of 3rd grade students reading at	or above grade level will increase from	om 34% to 48% by May 2029.	
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Board Goal 3: The percentage of high school graduates considered College, Career or Military Ready will increase from 88% to 93% by May 2029.

Performance Objective 1: Wilson and Young Middle School will increase college and career readiness by creating opportunities for students to develop instructional routines and skills that support secondary academic success which leads to post-secondary and career readiness.

Indicators of Success:

College, Career, and Military Readiness - % of current seniors meeting at least one CCMR accountability indicator by the completion of their junior year - 2026 Goal: 37%

Evaluation Data Sources: AVID evidence, increase in students taking Honors level curriculum, increase across all contents and grades students performing at meets level.

Strategy 1 Details		Rev	iews	
Strategy 1: Wilson and Young AVID site team will meet monthly and will communicate AVID goals to teams and	Formative			Summative
teachers, and will collect AVID evidence of the implementation of WICOR from all content area classrooms. Strategy's Expected Result/Impact: Improve rigor and depth of knowledge across content and grade levels Staff Responsible for Monitoring: AVID coordinator, Assistant Principal, Principal TEA Priorities: Connect high school to career and college		Jan	Mar	May
Strategy 2 Details		Rev	iews	
Strategy 2: Wilson and Young will offer a 6th grade College and Career Exploration course to introduce students to various	Formative			Summative
careers and colleges. Strategy's Expected Result/Impact: Increase % of students entering AVID pathway. Staff Responsible for Monitoring: AVID Coordinator, Assistant Principal, Principal TEA Priorities: Connect high school to career and college	Oct	Jan	Mar	May
No Progress Accomplished — Continue/Modify	X Discon	tinue		

Board Goal 3: The percentage of high school graduates considered College, Career or Military Ready will increase from 88% to 93% by May 2029.

Performance Objective 2: By May of 2026, student attendance will increase from 92.7% to 94%.

Indicators of Success:

Attendance - % of student daily attendance - 2026 Goal: 92.5%

Evaluation Data Sources: Attendance rates

Strategy 1 Details	Reviews			
Strategy 1: Attendance taken daily, timely, and consistently. Attendance clerk making daily notifications for teachers to	Formative			Summative
take attendance.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Accurate ADA period attendance daily Staff Responsible for Monitoring: Attendance Clerks, AP's, Principal				
Strategy 2 Details	Reviews			
Strategy 2: Office staff, teachers, and counselors will complete parent contacts for 2nd period in eduphoria. Assistant	Formative			Summative
Principals and Social Worker will complete attendance truancy contracts in order to improve daily attendance.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase in % of students attending school Staff Responsible for Monitoring: Attendance clerks, AP's, Principals, Social Worker				
No Progress Accomplished Continue/Modify	X Discor	tinue		

Board Goal 3: The percentage of high school graduates considered College, Career or Military Ready will increase from 88% to 93% by May 2029.

Performance Objective 3: By May of 2026, decrease the number of discipline referrals from 1523 to 1250.

Indicators of Success:

School Connectedness - The belief held by students that adults and peers in the school care about their learning as well as about them as individuals - 2026 Goal: 52%

Evaluation Data Sources: Discipline data reports

Strategy 1 Details		Rev	iews	
Strategy 1: Implementation of consistent signage utilizing Safe, Respectful, Responsible in all common areas and	Formative			Summative
classrooms. Strategy's Expected Result/Impact: Decrease in referrals from common areas (RR, Hallway, Cafeteria) due to clearly defined expectations Staff Responsible for Monitoring: AP, Principal, Discipline Clerk	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Implementation of social contracts and temperature checks in all classrooms.		Formative		Summative
Strategy's Expected Result/Impact: Increase student buy in to classroom processes and procedures. Increase in student feeling of belonging Staff Responsible for Monitoring: AP's and Principal	Oct	Jan	Mar	May
No Progress Accomplished — Continue/Modify	X Discon	tinue		

Board Goal 4: Classroom Excellence

Performance Objective 1: Wilson and Young will increase the teacher retention rate from 55.6% to 63% by May of 2026.

Evaluation Data Sources: Staff retention rate for the 2025-2026 school year

Strategy 1 Details	Reviews			
Strategy 1: All new to campus classroom teachers (DOI, certified, and IF) will be assigned a high performing experienced	f Formative			Summative
teacher mentor.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase in new to campus teachers feeling supported and advocate on campus Staff Responsible for Monitoring: Principal, Assigned Mentors				
Strategy 2 Details	Reviews			
Strategy 2: The percentage of teacher/staff feeling they receive applicable/relevant coaching and feedback will improve from 47% to 62% as measured by the panorama survey by May of 2026.	Formative S			Summative
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase in student growth Increase in teacher/staff retention Staff Responsible for Monitoring: AP's, Principal, MCLs. IC				
No Progress Accomplished Continue/Modify	X Discor	itinue		

Board Goal 4: Classroom Excellence

Performance Objective 2: Wilson and Young Middle School will implement targeted instructional strategies aimed at increasing student engagement, with the goal of raising the percentage of students who report feeling engaged from 20% to 35% by May 2026

Evaluation Data Sources: Student engagement walkthroughs, Panorama Data, STAAR 2026 scores

Strategy 1 Details	Reviews			
Strategy 1: Wilson and Young will train teachers/staff and implement student engagement strategies across all contents and	Formative			Summative
grade levels as measured by engagement walkthroughs.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase student engagement				
Increase student growth on MAP and STAAR				
Staff Responsible for Monitoring: AP's, Principal, DC's, MCLs				
TEA Priorities:				
Build a foundation of reading and math				
- ESF Levers:				
Lever 5: Effective Instruction				
Strategy 2 Details	Reviews			
Strategy 2: Wilson and Young will continue implementation of Blended Learning in all RLA classrooms.	Formative Su			Summative
Strategy's Expected Result/Impact: Increase in student engagement	Oct	Jan	Mar	May
Increase in student voice and choice			11262	1124.5
Staff Responsible for Monitoring: Principal, Department Chair of RLA, RLA MCLs				
TEA Priorities:				
Recruit, support, retain teachers and principals, Build a foundation of reading and math				
- ESF Levers: Lever 5: Effective Instruction				
Level 3. Effective instruction				
				1
No Progress Accomplished — Continue/Modify	X Discon	tinue		

Board Goal 5: Culture of Excellence

Performance Objective 1: Wilson and Young school connectedness indicator will increase from 32% to 40% by May 2026 as measured by Panorama.

Evaluation Data Sources: Panorama Student Survey

Strategy 1 Details		Reviews		
Strategy 1: Wilson and Young will offer multiple opportunities for students and families to engage with the campus through Family Engagement, Open House, TELPAS parent night, and extra-curricular events.	Formative			Summative
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase student and family connectedness to the campus				
Staff Responsible for Monitoring: Principal, APS, Title I coordinator				
Title I:				
2.51				
- ESF Levers:				
Lever 3: Positive School Culture				
Strategy 2 Details	Reviews			
Strategy 2: Wilson and Young will offer multiple opportunities for students to engage in extracurricular activities to	Formative			Summative
increase school connectedness. (athletics, fine arts, NJHS, E Sports)	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase % of students feeling connected to the campus through their areas of				
interest Stoff Degravible for Maritaring, Principal APIa Cookea Spanson				
Staff Responsible for Monitoring: Principal, AP's, Coaches, Sponsors				
ESF Levers:				
Lever 3: Positive School Culture				
Strategy 3 Details	Reviews			
Strategy 3: Communities and Schools will increase campus support of identified students (at risk for dropout, eco dis	Formative			Summative
students, and students in need of mental health support) through wrap around services such as academic tracking, uniform	Oct	Jan	Mar	May
and food assistance, and parent liaison.				
Strategy's Expected Result/Impact: Increase school support for at risk, eco dis, and struggling students				
Staff Responsible for Monitoring: CIS partner, Principal				
TEA Priorities:				
Improve low-performing schools				
- ESF Levers:				
Lever 3: Positive School Culture				





Board Goal 5: Culture of Excellence

Performance Objective 2: By May 2026, Wilson and Young Middle School will increase the percentage of students who report experiencing rigorous academic expectations in their classrooms from 53% to 60%, as measured by the Panorama Student Survey.

Evaluation Data Sources: Panorama Survey

Strategy 1 Details	Reviews			
Strategy 1: All core content (Math, RLA, Science, Social Studies) will engage in PLCs daily with a weekly action item per the district PLC guide. PLCs will engage in unpacking standards, data analysis, planning for reteach. Strategy's Expected Result/Impact: Increase in high quality instruction with an emphasis on student engagement and rigorous instruction	Formative			Summative
	Oct	Jan	Mar	May
Staff Responsible for Monitoring: AP's, MCLs, DC's, Principal, IC				
TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				
Strategy 2 Details	Reviews			
Strategy 2: Wilson and Young will prioritize strong instruction within RLA and Math in 6th and 7th grade through block. Block scheduling will provide Tier I whole group with daily intervention/enrichment time. All 8th graders that did not pass STAAR will be scheduled in a Tier II and Tier III intervention lab based on student needs.	Formative			Summative
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase student growth in meets on RLA and Math (6th and 7th grade)				
Staff Responsible for Monitoring: AP, MCLS, Principal TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				
No Progress Accomplished Continue/Modify	X Discon	tinue		