

Judson Independent School District



Mary Hartman Elementary

2025-2026 Goals/ Performance Objectives/ Strategies

Mission Statement

All Judson ISD students will receive a quality education enabling them to become successful in a global society.

Vision

Judson ISD is Producing Excellence!

Value Statement

- Students First
- Teamwork
- Accountability
- Results-Oriented
- Loyalty
- Integrity & Mutual Respect
- Safe & Secure Environment
- Two-way Communication

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Goal 1

Student Academic Achievement & Success - Actively support students and teachers to ensure academic growth and overall success for all

Performance Objective 1 High Priority HB3 Goal

1st through 5th grade students will show one year's growth in NWEA Reading from BOY to EOY. Kindergarten students will show one year's growth in Amplify Reading from BOY to EOY.

Evaluation Data Source: BOY & EOY Reports for NWEA Reading & Amplify MClass

Strategy 1

During collaborative planning, teachers will meet to internalize lessons using the district scope and sequence for reading as well as curriculum and Texas Essential Knowledge and Skills (TEKS).

Strategy's Expected Result/Impact: Rigorous and relevant lessons are internalized.

Staff Responsible for Monitoring: Principal, Assistant Principal, Academic Trainers

Title I: 2.5.1

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments

Formative Reviews

Some Progress

October

January

March

May

Strategy 2

Provide instructional material and supplies that support research-based practices and instructional models to meet the needs of all students in the area of reading.

Strategy's Expected Result/Impact: Students attain academic achievement.

Staff Responsible for Monitoring: Principal, Assistant Principal, Academic Trainers

Title I: 2.5.2

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments

Formative Reviews

Some Progress

October

January

March

May

Strategy 3

Purchase software licenses , testing material, general supplies and or instructional materials. such as books/workbooks for students.

Strategy's Expected Result/Impact: To instruct and facilitate student learning.

Staff Responsible for Monitoring: Principal, Assistant Principal, Librarian/AET, Academic Trainers

Funding Sources: Summit K-12 Science 171 State Comp Ed, 6397, \$4,385

Formative Reviews

No Progress

October

January

March

May

Strategy 4

The Special Education teachers will provide differentiated instruction that includes reading comprehension, vocabulary development, and language usage strategies aligned with RLA TEKS.

Strategy's Expected Result/Impact: Growth in achievement in RLA for students with disabilities.

Staff Responsible for Monitoring: Administration and academic leaders

Formative Reviews

Some Progress

October

January

March

May

Strategy 5

Teachers will provide support that focuses on developing English language acquisition skills, building content knowledge, and increasing literacy concepts using Summit K12 English Language Development program: Connect to Literacy.

Strategy's Expected Result/Impact: Student growth and progress on TELPAS and STAAR

Staff Responsible for Monitoring: Bilingual teachers, administration, and academic leader

Formative Reviews

Some Progress

October

January

March

May

Strategy 6

Monthly vertical alignment meetings will be established for teachers across grade levels to collaboratively review READING curriculum progression, share instructional strategies, analyze student data, and address learning gaps, ensuring consistent skill development and improved reading achievement for all students.

Formative Reviews

No Progress

October

January

March

May

Performance Objective 2

1st through 5th grade students will show one year's growth in NWEA Math from BOY to EOY. Kindergarten students will show one year's growth in CLI math from BOY to EOY.

Evaluation Data Source: BOY & EOY Data

Strategy 1

During collaborative planning, teachers will meet to internalize lessons using the district scope and sequence for math as well as curriculum and Texas Essential Knowledge and Skills (TEKS).

Strategy's Expected Result/Impact: Rigorous and relevant lessons are internalized.

Staff Responsible for Monitoring: Principal, Assistant Principal, Academic Trainers

Title I: 2.5.1

Formative Reviews

Some Progress

October

January

March

May

Strategy 2

Students will graph their STAAR Scores as well as district assessments to track their progress towards a meets and masters goal.

Strategy's Expected Result/Impact: Students will develop self-accountability by tracking their learning.

Staff Responsible for Monitoring: Principal, Assistant Principal, Academic Trainers, Classroom Teachers.

Formative Reviews

Some Progress

October

January

March

May

Strategy 3

Students will conference with their teacher after assessments to set/review goals and monitor progress.

Strategy's Expected Result/Impact: To provide students an opportunity to discuss their needs with their teacher.

Staff Responsible for Monitoring: Classroom Teachers

Formative Reviews

Some Progress

October

January

March

May

Strategy 4

Provide teacher training for 3rd-5th grades with Associates for Educational Success (AES) to increase instructional rigor and meet the demands of the Texas Essential Knowledge and Skills while implementing the new Bluebonnet curriculum.

Strategy's Expected Result/Impact: Improved Tier I instruction

Staff Responsible for Monitoring: Campus Leadership, Academic Trainer

Title I: 2.5.1

ESF Levers: Lever 5: Effective Instruction

Formative Reviews

Considerable Progress

October

January

March

May

Strategy 5

Hold monthly vertical alignment meetings for teachers across grade levels to collaboratively

examine MATH curriculum sequencing, share best practices, analyze student performance data, and identify instructional adjustments, promoting coherent skill development and enhancing math achievement for all students.

Formative Reviews

No Progress			
October	January	March	May

Performance Objective 3

Science performance will increase across the campus reflected in grade level assessments and 5th grade science interim and STAAR.

Evaluation Data Source: Unit assessments, Interim Assessments, STAAR

Strategy 1

During collaborative planning, teachers will meet to internalize lessons using the district scope and sequence as well as curriculum and TEKS in the area of science.

Strategy's Expected Result/Impact: Rigorous and relevant lessons are internalized.

Staff Responsible for Monitoring: Principal, Assistant Principal, Academic Trainers

Formative Reviews

No Progress			
October	January	March	May

Strategy 2

Provide science events throughout the school year to include but not limited to, Mad Science, Communities in Schools, and STEAM nights.

Strategy's Expected Result/Impact: Students will increase science knowledge & skills

Staff Responsible for Monitoring: Principal, Assistant Principal, Academic Trainers

Formative Reviews

No Progress			
October	January	March	May

Strategy 3

Supplies for STEM activities to support science and math curriculum.

Strategy's Expected Result/Impact: Students will increase knowledge of science and math concepts.

Staff Responsible for Monitoring: Leadership, Librarian/AET, Classroom Teachers

Formative Reviews

Moderate Progress

October

January

March

May

Performance Objective 4

Students in PK - 5th grade will demonstrate increased writing proficiency in developing ECR and SCR on district/campus assessments.

Evaluation Data Source: Unit Assessments

Strategy 1

Provide teacher training PreK-5th grade with Fisher Reyna Education Group (Writing Consultants) to increase instructional rigor and meet the demands of the Texas Essential Knowledge and Skills of language arts, specifically constructed writing response for all students.

Strategy's Expected Result/Impact: Improved Tier 1 instructional writing methods positively impacting student performance and achievement.

Staff Responsible for Monitoring: Academic Trainers, Campus Leadership

Formative Reviews

Some Progress

October

January

March

May

Performance Objective 5

Classroom teachers will integrate technology into daily instruction to enhance student engagement and academic achievement, as measured by lesson plans, classroom observations, and student performance data.

Strategy 1

Hartman students will meet or exceed grade-level expectations with the support of curriculum-

aligned technology tools that enhance instructional delivery, support differentiated learning, and increase student engagement.

Strategy's Expected Result/Impact: Increase in performance

Staff Responsible for Monitoring: Teachers, administrators. academic leader

Funding Sources: Custom ID Systems 211 Title I, \$1,710

Formative Reviews

Some Progress

October

January

March

May

Goal 2

Faculty and Staff - Recruit and value all staff to ensure satisfaction and employee retention

Performance Objective 1

Hartman Elementary will recruit highly qualified staff and build a positive work environment to maintain employee retention.

Evaluation Data Source: Employee surveys, Turnover rates

Strategy 1

Implement Knight of the week to recognize staff members who exhibit the 6 Pillars of Character.

Strategy's Expected Result/Impact: Staff members feel valued and appreciated.

Staff Responsible for Monitoring: Principal, Assistant Principal

Formative Reviews

Some Progress

October

January

March

May

Strategy 2

Provide monthly and quarterly events to provide opportunities for team building.

Strategy's Expected Result/Impact: Increase campus moral and staff retention

Staff Responsible for Monitoring: Principal, Assistant Principal

Formative Reviews

Some Progress

October

January

March

May

Goal 3

Stakeholder Engagement - Serve and market to our families, businesses, and broader community through communication, collaboration and connections

Performance Objective 1

Hartman Elementary will provide opportunities for parents and community members to participate in campus activities to maximize the academic achievement and social development of students.

Evaluation Data Source: SBDM Committees, Sign-In sheets, Agendas

Strategy 1

Recruit stakeholders to volunteer for and participate in campus-wide events.

Strategy's Expected Result/Impact: Build relationships with stakeholders.

Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

Some Progress

October

January

March

May

Performance Objective 2

Provide parent trainings in academic and social emotional awareness

Evaluation Data Source: Feedback surveys, Sign in sheets, agendas

Strategy 1

Host monthly meetings for parents to attend and receive strategies to help their children at home with SEL and academic needs.

Strategy's Expected Result/Impact: Increased parent engagement

Staff Responsible for Monitoring: Principal, Assistant Principal, Social Worker, Counselor, Teachers

Formative Reviews

Some Progress

October

January

March

May

Goal 4

Finance and Operations - Implement transparent and efficient processes to ensure equitable distribution of district resources

Performance Objective 1

Hartman Elementary will meet monthly to discuss classroom and campus resource needs for instruction and campus wide events.

Evaluation Data Source: Sign in sheets, agendas, handouts, surveys

Strategy 1

During monthly meetings, the grade level leads alongside adminstration will meet to identify, prioritize, and fulfill classroom and campus-wide instructional and event needs, resulting in timely allocation of materials and improved instructional support.

Strategy's Expected Result/Impact: student growith

Staff Responsible for Monitoring: admin

Formative Reviews

No Progress			
October	January	March	May