

Navarro Independent School District



Navarro Elementary School

2025-2026 Goals/ Performance Objectives/ Strategies

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Table of Contents

Goal 1 : NES will foster and support a professional learning community that attracts and ...	3
Goal 2 : NES will meet individual academic needs, challenging students to their highest p...	6
Goal 3 : Provide a safe learning environment with enhanced security measures.	10
Goal 4 : Navarro Elementary will foster a collaborative educational climate between all st...	12

Goal 1

NES will foster and support a professional learning community that attracts and develops a diverse staff that engages all students.

Performance Objective 1

Navarro Elementary will support PLC collaboration on a biweekly basis and will develop professional learning opportunities that meet the needs of staff as well as students.

Evaluation Data Source: PLC agendas/framework

Data analysis from PLCs

MTSS training log

MTSS meeting schedule

Campus FIE referral information

Staff surveys

Classroom observation data

ILT minutes

Strategy 1

Teachers will be trained to conduct PLC's that address targeted TEKS and skills to ensure students make at least one year's growth in MAP.

- Strategy's Expected Result/Impact:**
1. Increased knowledge and application of tier 1 and tier 2 practices that will positively impact student achievement.
 2. Increased knowledge of grade level TEKS as well as training in data analysis to determine areas of strength and weakness.
 3. Increased alignment horizontally and vertically to build program efficacy.

Staff Responsible for Monitoring: Admin, teachers, instructional coaches

Funding Sources: Local Funds, , Title I Funds, , LASO Grant Funds,

Formative Reviews

Moderate Progress

Some Progress

October

January

April

July

Strategy 2

Teachers will be trained to identify student gaps in knowledge and build prescriptive plans of intervention to close gaps.

Strategy's Expected Result/Impact: 1. Use of research-based intervention methods to address gaps in student learning.
 2. Closing gaps of sub-populations.
 3. Create a comprehensive data sheet to be used for data monitoring.
 4. Effectively utilize tutoring groups to support students not identified through other programs like MTSS/504/Sped/LEP.

Staff Responsible for Monitoring: Admin, teachers, instructional coaches, MTSS teachers, tutors

Problem Statements: Student Learning 4

Funding Sources: Title I Funds, , LASO Grant Funds,

Formative Reviews



Strategy 3

Professional development will be tailored to address areas of campus need.

Strategy's Expected Result/Impact: 1. Effective use of district resources and supplements to improve student achievement. Ex: TEKS resource system, IXL,Bluebonnet, Language-rich classroom, etc.
 2. Increased knowledge of SEL practices and areas of behavior intervention that teachers identify as a target of need.
 3. Implementation of classroom strategies that increase student engagement and support campus goals. Ex: SIOP/ESL, vocabulary, collaboration strategies

Staff Responsible for Monitoring: Support staff, admin, teachers, specialists

Problem Statements: School Processes & Programs 1

Funding Sources: Title II Funds,

Formative Reviews



Performance Objective 1 Problem Statements Identifying Student Learning

Problem Statement

Root Cause

4

Prescriptive intervention plans for students who are not making progress at a predetermine growth rate. In an attempt to be proactive, the elementary campus is implementing tutoring support for struggling students to minimize learning gaps and accelerate learning.

Performance Objective 1 Problem Statements Identifying School Processes & Programs

Problem Statement

Root Cause

1

36 out of 46 (78%) certified teachers have their supplemental ESL certification

Hiring of teachers who are not ESL certified, and returning teachers not acquiring certification.

Goal 2

NES will meet individual academic needs, challenging students to their highest potential and developing college and career readiness.

Performance Objective 1 High Priority HB3 Goal

NWEA MAP objectives: K-2 students will increase each cohort percentile achievement by 10% from BOY to EOY. Spring 24-25 EOY: Kinder Math: 74% Kinder Reading: 69% 1st grade Math: 64% 1st grade Reading: 54% 2nd grade Math: 80% 2nd grade Reading: 56% NEW GOALS for EOY 25-26: Kinder Math: 80% Kinder Reading: 75% 1st grade Math: 84% 1st grade Reading: 79% 2nd grade Math: 74% 2nd grade Reading: 64%

Evaluation Data Source: TTESS walk through data
Student data trackers
NWEA MAP assessments at BOY, MOY and EOY

Strategy 1

Teachers will emphasize opportunities for students in lesson plans to collaborate through discussion, generating questions and providing peers with feedback.

Strategy's Expected Result/Impact: An increase in student discussion promotes academic vocabulary acquisition, as well as reading and writing in complete sentences.

Staff Responsible for Monitoring: Classroom teachers
Admin
Instructional coaches

Funding Sources: LASO Grant Funds, , Local Funds,

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 5: Effective Instruction

Formative Reviews

No Progress

Some Progress

October

January

April

July

Strategy 2

Students in grades K-2 will track their own data based upon grade level priority standards.

Strategy's Expected Result/Impact: Students who track their own progress and set goals acquire more internal ownership of their performance.

Staff Responsible for Monitoring: Teachers
Admin
Instructional coaches

Funding Sources: LASO Grant Funds,

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 5: Effective Instruction

Formative Reviews

Moderate Progress

October

Some Progress

January

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July

Strategy 3

Teachers will provide opportunities in lesson plans for students to write in complete sentences in response to their learning across content areas.

Strategy's Expected Result/Impact: Students independently respond to their learning in complete written sentences. Teachers will provide stems and opportunities for students to respond both orally and in writing.

Staff Responsible for Monitoring: teachers
instructional coaches
admin

Funding Sources: LASO Grant Funds, , Local Funds,

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Formative Reviews

Some Progress

October

Some Progress

January

April

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Performance Objective 2 High Priority

Based on MAP data, NES will increase the average RIT percentile for English Language Learners and Special Education students by 5 points in both reading and math for grades K-2.

Evaluation Data Source: NWEA MAP data
(average percentile RIT)
Comprehensive data spreadsheet
Benchmark data
TELPAS data
IEP data
PD log

Strategy 1

Train and implement new Bluebonnet HQIM with fidelity.

Strategy's Expected Result/Impact: Close instructional gaps specifically in the areas of phonological awareness and phonemic awareness that are hindering student reading growth. Promote application of reading strategies that will ensure a year's growth for all students.

Staff Responsible for Monitoring: Instructional coach, admin, teachers, ILT

Formative Reviews

No Progress

October

Some Progress

January

April

July

Strategy 2

Provide in-class and pull-out assistance for ESL student language development.

Strategy's Expected Result/Impact: 1. Increase language acquisition, comprehension, and student performance.

2. ESL students will exit the LEP program within 3 years of instruction.

Staff Responsible for Monitoring: ESL Specialist, ESL para, admin

Funding Sources: Local Funds, , Title II Funds,

Formative Reviews

Moderate Progress

October

Some Progress

January

April

July

Strategy 3

Ensure eligible students receive ESL accommodations.

Strategy's Expected Result/Impact: 1. Increase language acquisition, comprehension, and student performance.

2. ESL students will exit within 3 years of instruction.

Staff Responsible for Monitoring: ESL specialist, admin, teachers

Funding Sources: Title II Funds,

Formative Reviews

Considerable Progress

October

Some Progress

January

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July

Strategy 4

100% of classroom teachers will obtain their supplemental ESL certification. (Currently at 36/46teachers, or 78%)

Strategy's Expected Result/Impact: 1. Implementation of research supported ESL strategies.

Staff Responsible for Monitoring: Admin, teachers

Funding Sources: Title II Funds,

Formative Reviews

Some Progress

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Some Progress

January

April

July

Strategy 5

Incorporate Seidlitz's "7 Steps to a Language Rich Interactive Classroom" into PLC implementation and campus wide initiatives.

Strategy's Expected Result/Impact: 1. Increased student use of oral language.
2. Increase total response signals.
3. Increased use of visuals and vocabulary strategies.
4. Increased use of structured conversations.
5. Increased student participation in structured writing activities.

Staff Responsible for Monitoring: Instructional coaches, admin, teachers, ESL Specialist, special education staff

Funding Sources: LASO Grant Funds,

Formative Reviews

Some Progress

October

Some Progress

January

April

July

Strategy 6

Increase teacher understanding of IEP goals, progress monitoring and implementation of accommodations.

Strategy's Expected Result/Impact: 1. Multiple opportunities for training offered to assist teachers and staff with resources and instructional strategies.
2. Alignment of teachers to understand the strengths and weaknesses of our sped students.

Staff Responsible for Monitoring: Instructional coaches, sped teachers, admin, sped paras.

Funding Sources: Local Funds,

Formative Reviews

Some Progress

October

Some Progress

January

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Goal 3 Provide a safe learning environment with enhanced security measures.

Performance Objective 1

Navarro Elementary will implement a proactive, training-based approach to safety, discipline management and SEL.

Evaluation Data Source: Counselor surveys
Counselor end of year report
Staff surveys
PD records
PTO sponsored activities
OLT minutes

Strategy 1

The school counselor will conduct regularly scheduled whole group, small group and individual lessons focused on high impact character traits, conflict resolution, crisis intervention, and social skills.

Strategy's Expected Result/Impact: 1. Outreach to community resources to provide support for families in crisis.
2. Implement and apply strategies that positively impact student's emotional growth.
3. Common focus amongst staff on mental health.
4. Bring in a social worker intern to support SEL efforts.

Staff Responsible for Monitoring: School counselor, admin, teachers

Funding Sources: Local Funds,

Formative Reviews

Moderate Progress

October

Some Progress

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Strategy 2

Maintain consistent discipline practices through the training of PBIS, and regular targeted PD to address campus specific behavior concerns.

Strategy's Expected Result/Impact: 1. Common vocabulary used throughout campus
2. Understanding of tiered intervention and discipline for behavior management.

Staff Responsible for Monitoring: All campus staff
OLT

Funding Sources: Local Funds,

Formative Reviews

Some Progress

October

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July

Strategy 3

Continue to provide instruction/programs to promote safety such as Red Ribbon Week, Fire Prevention Weeks, Bus Safety, Anti-Bullying.

Strategy's Expected Result/Impact: 1. Greater awareness of safety measures available to students and staff.

Staff Responsible for Monitoring: School counselor, admin, elective teachers, PTO

Funding Sources: Local Funds,

Formative Reviews

Moderate Progress

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Goal 4

Navarro Elementary will foster a collaborative educational climate between all stakeholders.

Performance Objective 1

Navarro Elementary will foster a collaborative educational climate to build positive relationships with students, parents, staff, and the community.

Evaluation Data Source: Parent and community surveys
Staff and student surveys
PTO membership
Participation in campus events
Campus flyers and communication
Sign in sheets for committees

Strategy 1

NES will host family engagement events monthly to encourage parent/community participation. (Volunteering, family events, performances, showcases, conferences, fundraisers).

Strategy's Expected Result/Impact: 1. Increased leadership development of parents through PTO and Watch Dogs.
2. Increased input and feedback from parents and community through DEIC, SBDM, PTO, Safety Committee, and SHAC
3. Increased student engagement due to parent participation.
4. Distribution of Title 1 compact

Staff Responsible for Monitoring: PTO, teachers, admin

Formative Reviews

Moderate Progress

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Strategy 2

NES will communicate with families weekly at the classroom level as well as the campus level. Increased communication in Spanish is needed to support bilingual families.

Strategy's Expected Result/Impact: 1. Parents and community members will keep informed of the events on campus, as well as academics.
2. Increased support of student learning, safety, attendance, and health initiatives.
3. Increase of Parent Square to assist with translation.

Staff Responsible for Monitoring: Admin, teachers

Funding Sources: Local Funds,

Formative Reviews

Moderate Progress

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