

STAFFORD MUNICIPAL SCHOOL DISTRICT
CAMPUS PERFORMANCE OBJECTIVES
2021-2022

STAFFORD ECC:

Goal 1: Create a positive campus climate and culture that enhances work productivity and inspires/motivates teachers to focus on teaching & learning..

1. **Performance Objective 1:** By June 2022, SECC will maintain at least a 90% retention rate and 90% of all teachers will rate the campus climate as positive/productive on the EOY feedback survey.
2. **Performance Objective 2:** Provide on-going professional development throughout the year that is designed to have a positive and direct impact on instructional practices.
3. **Performance Objective 3:** Provide a coaching model that allows for and supports reflective practice.
4. **Performance Objective 4:** Implement PBIS Framework to integrate campus-wide systems and practices that impact daily student outcomes as well as safety & security.

Goal 2: ALL STUDENTS will be reading on-level or demonstrate increased progress in reading as measured by district assessments from BOY to MOY to EOY, ultimately ending at an on-level performance standard.

1. **Performance Objective 1:** By June 2022, 80% of ALL STUDENTS will be performing age-appropriate skills on level as evidenced by developmentally appropriate assessments (Tx KEA, CLI, DRA).
2. **Performance Objective 2:** ALL STUDENTS will demonstrate increased progress in mathematics as measured by district assessments from BOY to MOY to EOY, ultimately ending at an on-level performance standard.
3. **Performance Objective 3:** All students receiving special education services will demonstrate growth in their respective IEP areas and/or on state assessment measures.

Goal 3: To introduce students to a variety of college and career options as well as professionals within the community.

1. **Performance Objective 1:** By June 2023, 100% of students will be exposed to various college & career options as well as community leaders' roles & responsibilities.
2. **Performance Objective 2:** To expose students to the idea and benefits of college or other career options.

Goal 4: SECC will provide access to high quality early childhood education as a means of closing the achievement gap and ensuring ALL children are prepared to be WELL-ROUNDED, successful learners and future productive citizens in society.

1. **Performance Objective 1:** To provide an early literacy program at the infant/toddler stages designed to expand child's core skills including critical

thinking, creativity, focus, logic, reasoning, decision making, communication and academics.

2. **Performance Objective 2:** To use brain research as a way to teach children "how" to learn, not just "what" to learn.
3. **Performance Objective 3:** To provide a solid character education program that enables students, parents and other stakeholders in the school community to understand, care about and act on core ethical values such as respect, justice, civic virtue and citizenship, and responsibility for self and others.
4. **Performance Objective 4:** To provide targeted intervention and/or tutorials to students separate and apart from their regular classroom instruction.
5. **Performance Objective 5:** To provide inclusive practices in the general ed classrooms that address the needs of students in SpEd program as well as our ESL students.
6. **Performance Objective 6:** To provide supports that help meet the hierarchy of needs for students (and families) enabling them to be emotionally & physically ready to learn.
7. **Performance Objective 7:** Ensure the number of SpEd discipline removals does not exceed 2%.

Goal 5: To foster understanding and promote collaborative decision-making, SECC will expect 50% of parents/community members to provide formative input via written feedback and/or active participation on a campus committee, organization or in a workshop.

1. **Performance Objective 1:** SECC will have 50% parent/community participation as measured by documented visits and active PTO memberships.
2. **Performance Objective 2:** To build a strong, collaborative partnership, SECC will strive to have 100% of parents linked in to a communication platform and 50% engaged in learning activities.
3. **Performance Objective 3:** To provide a variety of opportunities for working families to be engaged and feel connected to the SECC learning community.
4. **Performance Objective 4:** To increase campus enrollment, and provide more families with in-home support, resources and learning opportunities.

STAFFORD ELEMENTARY:

Goal 1: At Stafford Elementary School, all students will show progress toward being college and career ready.

1. **Performance Objective 1:** At the end of the 22-23 school year, students will show a 10% increase on the math STAAR in Approaches GL, Meets GL, Masters GL performance categories.
2. **Performance Objective 2:** At the end of the 22-23 school year, students will show a 10% increase on the Reading STAAR in Approaches GL, Meets GL, Masters GL performance categories.
3. **Performance Objective 3:** At the end of the 22-23 school year, students will show a 10% increase on the Science STAAR in Approaches GL, Meets GL, Masters GL performance categories.

Goal 2: Stafford Elementary School will take action steps to continuously develop a positive campus climate and culture.

involvement in the educational process; thereby, supporting student success..

1. **Performance Objective 1:** Reduce the need for discipline referrals and in school suspensions by at least 5% from the previous school year.
2. **Performance Objective 2:** Increase teacher retention by at least 20% for the 2023-2024 school year.

Goal 3: At Stafford Elementary School, the leadership and teachers will implement strategies to improve and increase parent engagement for the benefit of supporting the academic success of all students.

1. **Performance Objective 1:** Parent engagement and attendance to school functions will increase by 10% from the previous school year.
2. **Performance Objective 2:** Parent volunteers will increase volunteer hours by at least 10% from the previous school year.

STAFFORD MIDDLE:

Goal 1: The district will promote student achievement by attracting, retaining, and continuously developing highly effective individuals.

1. **Performance Objective 1:** Throughout the 2022- 2023 school year SMS will hire only highly qualified candidates for areas of need and/or support current employees in gaining additional credentials and certifications. (Special education teachers that are special education and content certified, ELA teachers that are ESL certified, math teachers gaining Algebra certification in alignment with GT certifications and updates in all content areas).
2. **Performance Objective 2:** By the spring of 2023, SMS will implement support strategies (instructional, classroom management, professional development and appreciation) that will reduce teacher turnover to less than 4 across the campus excluding teachers moving due to promotion (AP, Specialist, etc...).

Goal 2: SMSD will encourage learning and inspire critical thinking by involving students in hands-on activities and exposing them to real-world experiences including but not limited to through the use of Kagan Strategies.

1. **Performance Objective 1:** Throughout the 2022-2023 school year, SMS will utilize PLC protocols within regularly scheduled meetings (in tested content areas) and high dosage tutoring and interventions to increase student performance to 60% in meets and 30% mastery level performance in Math/Algebra and Reading.
2. **Performance Objective 2:** Throughout the 2022-2023 school year, SMS will train teachers and students to utilize reading and writing protocols and continue a focus on coherency feedback to improve reading and writing scores in approaching as well as the meets and mastery areas.
3. **Performance Objective 3:** By May 2023, SMS will utilize hands on labs, technology, and small group interventions to increase the percentage of "approaches" or higher performance in Science to 60% Masters 30%.
4. **Performance Objective 4:** By May 2023, SMS will improve Social Studies STAAR achievement to 85% approaches or higher by utilizing hands-on activities and aligned and rigorous lessons as a daily practice in the Social Studies classrooms, Meets at 60% and Masters at 30%.

Goal 3: SMSD will increase learning and behavioral expectations by establishing an optimal student-teacher ratio and a district-wide discipline system with CHAMPS.

1. **Performance Objective 1:** Throughout the 2022-2023 school year, SMS will utilize the following criteria for Algebra to ensure SMS meets our targeted increase of 8th grade math scores by 10%. Alg 1 Criteria (meet 3 out of 4) - Scores meets or higher on STAAR G7 math -EOY average (min of 80) -MAP MOY results - min of 60th percentile -Teacher recommendation Hon. Alg I (meet 4 out of 5) -Scores meets or higher on STAAR G7 math -In Honors G7 math - EOY average (min of 85 in Honors or min of 90 in on-level math) -MAP MOY results - min of 70th percentile -Teacher recommendation

2. **Performance Objective 2:** SMS will improve the safety at SMS by reducing overall referrals to below 700 and out of placement discipline by 40% (OSS and ISS) in the 2022-2023 school year.
3. **Performance Objective 3:** SMS will monitor the progress of Asian students in all content areas.

Goal 4: SMSD improve academic performance and overall learning potential by providing students and teachers state-of-the-art facilities and industry-standard equipment.

1. **Performance Objective 1:** By May 2023, teachers will improve student engagement and increase target college and career readiness by integrating technology into the classroom daily and the implementation of Digital lessons through the instructional tech plan.

STAFFORD HIGH:

Goal 1: Improve student performance and maximize learning for all students.

1. **Performance Objective 1:** The percentage of all students (original) scoring "Approaches" or higher on the English I Assessment will increase to 75%, "Meets" will increase to 68%, and "Masters" will increase to 12%. The percentage of all retesters scoring "Approaches" will increase by 22%.
2. **Performance Objective 2:** The percentage of all students (original) scoring "Approaches" or higher on the English II Assessment will increase to 80%, "Meets" will increase to 70%, and "Masters" will increase to 12%. The percentage of all retesters scoring "Approaches" will increase by 22%.
3. **Performance Objective 3:** The percentage of all students (original) scoring "Approaches" or higher on the Algebra 1 STAAR EOC Assessment will increase to 65%, "Meets" will increase to 30%, and "Masters" will increase to 10%. The percentage of all retesters scoring "Approaches" will increase by 50%.
4. **Performance Objective 4:** The percentage of all 11th Grade students in U.S. History scoring proficient or higher will increase to 93%, meets 70%, and masters at 45% on the STAAR EOC Assessment. The percentage of all re-testers scoring "Approaches" will increase by 45%.
5. **Performance Objective 5:** The percentage of all students in Biology scoring "Approaches" or higher will increase to 90%, meets 60% and master 30% on the STAAR EOC Assessment. The percentage of all re-testers scoring "Approaches" will increase by 40%.
6. **Performance Objective 6:** The percent of students who achieve the CCMR target will increase from 60% to 90% by July 2023.

Goal 2: Improve Special Programs

1. **Performance Objective 1:** Increase the SPED passing percentages in STAAR English I and II EOC scores from 18% to 30% and STAAR Algebra I scores from 19% to 30% in order to close the achievement gap between these populations and the general student population..
2. **Performance Objective 2:** Increase the number of students scoring 3 or above on the Advanced Placement examination to the national average.
3. **Performance Objective 3:** Increase the percentage of students who meet TSI criteria in both ELA/Reading and Mathematics from 29% to 50%
4. **Performance Objective 4:** All ELL students will show 20% growth on individual TELPAS and STAAR EOC assessments.
5. **Performance Objective 5:** Address the needs of the identified GT students through a variety of academic activities, such as honors classes, college bridge and dual credit.
6. **Performance Objective 6:** Increase SAT and ACT scores to match state averages
7. **Performance Objective 7:** Increase number of students enrolled in CTE coherent sequences with at least one course aligned with an industry-based certification. Evaluation Data Source(s)

8. **Performance Objective 8:** Ensure students enrolled in appropriate courses receive Level I or Level II industry-based certifications.Evaluation Data Source(s)
9. **Performance Objective 9:** Increase the LEP passing percentages in STAAR English I EOC scores from 33% to 50%, STAAR English II scores from 59% to 75% and STAAR Algebra I scores from 50% to 75% in order to close the achievement gap between the LEP population and the general student population.
10. **Performance Objective 10:** Graduate 100% of students enrolled in QUEST program on-time or earlier than their projected graduation when they enter the program.

Goal 3: Improve public confidence and support of the school

1. **Performance Objective 1:** Increase virtual and in-person opportunities for parental involvement

Goal 4: Enhance professional development, retention, and recruiting

1. **Performance Objective 1:** Increase professional development opportunities throughout the school year
2. **Performance Objective 2:** Recruit and retain highly-qualified faculty and staff
3. **Performance Objective 3:** Increase campus morale and culture
4. **Performance Objective 4:** Enhance campus communication on all levels

Goal 5: Promote a positive, safe and orderly environment.

1. **Performance Objective 1:** Reduce incidents involving drugs, alcohol, and tobacco.
2. **Performance Objective 2:** Reduce by 5% all PEIMS reportable discipline referrals.
3. **Performance Objective 3:** Implement coordinated support initiatives to provide strategies to benefit mental health and wellness, in a safe and secure environment.

STEM MAGNET ACADEMY:

Goal 1: Create a critical thinking learning environment.

1. **Performance Objective 1:** Eighty percent (80%) of students will score at or above meets on all STAAR tests by the end of the 2022-2023 school year.
2. **Performance Objective 2:** Students in US History/8th grade social studies increase 10% at meet or above in STAAR testing by the end of the 2022-2023 school year.

Goal 2: Increase culture and climate awareness.

1. **Performance Objective 1:** 80% of stakeholders are satisfied with the school's culture and climate.

Goal 3: Students will be able to track their academic progress.

1. **Performance Objective 1:** 80% of students will be able to track their learning goals by the end of the 2022-2023 school year.