

**Everman Independent School District**  
**Everman Academy High**  
**2023-2024 Goals/Performance Objectives/Strategies**

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Goals 3





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# Goals

**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 1:** Provide targeted instructional support and interventions to students to close achievement gaps, and incrementally increase the percentage of students meeting or exceeding state proficiency standards.





**Evaluation Data Sources:** Incremental increase to reach 90% passing rates on all state assessments by all student groups.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Review 2022-2023 STAAR data to identify areas for improvement and at-risk students.<br/> <b>Strategy's Expected Result/Impact:</b> Make incremental gains on STAAR EOC exams.<br/> <b>Staff Responsible for Monitoring:</b> Principal<br/>                     Assistant Principal<br/>                     Teachers</p> <p><b>Funding Sources:</b> - Title I-A, - IDEA</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
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| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Communicate supplemental tutorial expectations (Bulldog Academy) with parents and students via PeachJar, Google Classroom, phone calls, emails, and social media.<br/> <b>Strategy's Expected Result/Impact:</b> Make incremental gains on STAAR EOC exams.<br/> <b>Staff Responsible for Monitoring:</b> Principal<br/>                     Assistant Principal<br/>                     Campus Secretary<br/>                     Counselor<br/>                     Teachers</p> <p><b>Funding Sources:</b> - Local</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
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**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 2:** Implement a formative and summative assessment program that facilitates diagnosis of academic needs and prescription of appropriate academic interventions.





**Evaluation Data Sources:** Incremental increase to reach 90% passing rates on all state and post-secondary assessments.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Review the 2022-2023 STAAR EOC data to identify areas for improvement and at-risk students.<br/> <b>Strategy's Expected Result/Impact:</b> Make incremental gains on STAAR EOC exams.<br/> <b>Staff Responsible for Monitoring:</b> Principals<br/>                     Assistant Principal<br/>                     Teachers<br/><br/> <b>Funding Sources:</b> - Local</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
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| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> To communicate information about the event with parents and students via PeachJar, Google Classroom, phone calls, emails, and social media.<br/> <b>Strategy's Expected Result/Impact:</b> Make incremental gains on STAAR EOC exams.<br/> <b>Staff Responsible for Monitoring:</b> Principal<br/>                     Assistant Principal<br/>                     Campus Secretary<br/>                     Counselor<br/>                     Teachers<br/><br/> <b>Funding Sources:</b> - Local</p>                        | <b>Formative</b> |            |            | <b>Summative</b> |
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**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 3:** Create a clearly articulated curriculum that is aligned with TEKS and Career and Technology Education (CTE) and College, Career, and Military Readiness (CCMR)





**Evaluation Data Sources:** Incremental increase to reach 90% passing rates on all State assessments.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Ensure all students identify and choose a CTE pathway upon admittance to the program<br/> <b>Strategy's Expected Result/Impact:</b> Increased awareness and exposure to career pathways and CTE/CCMR TEKS<br/> <b>Staff Responsible for Monitoring:</b> Principal<br/>                     Assistant Principal<br/>                     Teachers</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
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| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b><br/>                     Educate students and families about college/career pathways, requirements, and opportunities through College/Career Fairs and College Tours.<br/> <b>Strategy's Expected Result/Impact:</b> Increased awareness and exposure to career pathways and CTE/CCMR TEKS.<br/> <b>Staff Responsible for Monitoring:</b> Principal<br/>                     Assistant Principal<br/>                     Campus Secretary<br/>                     Counselor<br/>                     Teachers</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
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|  |                  |            |            |                  |
| Strategy 3 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 3:</b> Enhance the usage of the Path Center for students to explore College, Career and Military Pathways.<br/> <b>Strategy's Expected Result/Impact:</b> Students will be prepared to transition into postsecondary world<br/> <b>Staff Responsible for Monitoring:</b> Principal<br/>                     Assistant Principal<br/>                     Counselors</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
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**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 4:** Implement instructional technology to support student achievement.





**Evaluation Data Sources:** Incremental increase to reach 90% passing rates on all State assessments.

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Provide students with the necessary technology tools to support literacy, academic and social emotional needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Incremental STAAR EOC student performance gains.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Assistant Principal<br/>Campus Secretary<br/>Counselor<br/>Teachers</p> <p><b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p> | Formative |     |     | Summative |
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**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 1:** Develop and sustain collaborative methods in an effort to foster productive relationships with all EAHS stakeholders.





**Evaluation Data Sources:** Usage reports for communication channels (PeachJar, Skyward, call-out system, etc.)

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Create events for parents and students that foster productive and collaborative relationships.</p> <p><b>Strategy's Expected Result/Impact:</b> To make incremental gains in increasing parent and community engagement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Assistant Principal<br/>Campus Secretary<br/>Counselor<br/>Teachers</p> <p><b>Funding Sources:</b> - Local</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
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|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Communicate with parents and students about events via PeachJar, Google Classroom, phone calls, emails, and social media.</p> <p><b>Strategy's Expected Result/Impact:</b> To make incremental gains in increasing parent and community engagement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Assistant Principal<br/>Campus Secretary<br/>Counselor<br/>Teachers</p> <p><b>Funding Sources:</b> - Local</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
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**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 2:** Provide training and learning opportunities to EISD families and community members.

**Evaluation Data Sources:** 25 training/learning opportunities per year in the district





| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> 1. Create events and communicate with parents and students about the event via PeachJar, phone calls, emails, and text messages with translation support in-person conferences in the Parent Center.</p> <p><b>Strategy's Expected Result/Impact:</b> To make incremental gains in increasing parent and community engagement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Assistant Principal<br/>Campus Secretary<br/>Counselor<br/>Teachers</p> <p><b>Funding Sources:</b> - Local</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
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| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Create a Bulldog symposium that focuses on educating families on postsecondary readiness, SEL and mental health.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parent and student understanding of postsecondary requirements, SEL and mental health. To make incremental gains in increasing parent and community engagement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Assistant Principal<br/>Counselor</p> <p><b>Funding Sources:</b> - Title I-A</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
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**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 3:** Develop measures and accountability between parent, teachers, students and administration to ensure student success.





**Evaluation Data Sources:** At least one individual parent/school meeting per year for each EISD student.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Academy staff will strengthen communication efforts with parents and students via weekly progress conferences.</p> <p><b>Strategy's Expected Result/Impact:</b> To make incremental gains in increasing parent and community engagement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Assistant Principal<br/>Campus Secretary<br/>Counselor<br/>Teachers</p> <p><b>Funding Sources:</b> - Local</p>  | Formative |     |     | Summative |
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**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 4:** Develop programs and services to promote partnerships with parents, families, businesses, and the community that support student success and family engagement.





**Evaluation Data Sources:** Continually increase parental and community involvement and participation in events, surveys, district and campus level planning committees and meetings.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Create a Bulldog symposium that focuses on educating families on postsecondary readiness, SEL and mental health.</p> <p><b>Strategy's Expected Result/Impact:</b> To make incremental gains in increasing parent and community engagement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Assistant Principal<br/>Campus Secretary<br/>Counselor<br/>Teachers</p> | Formative |     |     | Summative |
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**Goal 3:** To maintain a safe and secure environment for all students and staff.

**Performance Objective 1:** Develop and implement strategies for all students and staff that positively impact the safe environment necessary for student learning.





**Evaluation Data Sources:** PEIMS Discipline Reports

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Communicate safety expectations and procedures to students and staff throughout the year .</p> <p><b>Strategy's Expected Result/Impact:</b> Increased understanding of campus safety strategies to ensure a safe learning environment.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Assistant Principal<br/>Campus Secretary<br/>Counselor<br/>Teachers</p>   | Formative |     |     | Summative |
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**Goal 3:** To maintain a safe and secure environment for all students and staff.

**Performance Objective 2:** Provide multiple opportunities for students to learn and practice characteristics of productive, community-minded citizens.





**Evaluation Data Sources:** PEIMS Discipline Reports

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Providing workshops each 6 weeks that focus on professional practices, transitioning to post-secondary world, and professional skills.</p> <p><b>Strategy's Expected Result/Impact:</b> Well-rounded students prepared to enter a global society</p> <p><b>Staff Responsible for Monitoring:</b> Principals<br/>Assistant Principals<br/>Counselors<br/>Teachers</p> <p><b>Funding Sources:</b> - Title I-A</p>  | Formative |     |     | Summative |
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| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |

**Goal 3:** To maintain a safe and secure environment for all students and staff.

**Performance Objective 3:** To provide and implement students/staff/community development programs to educate all stakeholders regarding the issues of substance abuse, suicide, child abuse, and violence prevention.





**Evaluation Data Sources:** All schools will report 100% compliance with these educational programs.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Create a Bulldog symposium that focuses on educating families on postsecondary readiness, SEL and mental health.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student awareness of issues and student voice</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Teachers<br/>Counselors</p> <p><b>Funding Sources:</b> - Local</p>   | Formative |     |     | Summative |
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| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |

**Goal 4:** To continually focus on the improvement of student attendance and the decline of the dropout rate.

**Performance Objective 1:** To achieve a dropout rate of less than 1% for all populations.





**Evaluation Data Sources:** Attain a 1% or less dropout rate on TAPR report for all populations.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> To conduct daily attendance phone calls, emails, and text messages with translation support.</p> <p><b>Strategy's Expected Result/Impact:</b> Make incremental gains in the student attendance rate.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Assistant Principal<br/>Campus Secretary<br/>Counselor<br/>Teachers</p> <p>- <b>Additional Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> - SCE</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
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| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> School administration will conduct parent/student conference to address 3-5 absences with translation support.</p> <p><b>Strategy's Expected Result/Impact:</b> Make incremental gains in the student attendance rate.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Assistant Principal<br/>Campus Secretary<br/>Counselors<br/>Teachers</p> <p><b>Funding Sources:</b> - SCE, - Title I-A</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
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**Goal 4:** To continually focus on the improvement of student attendance and the decline of the dropout rate.

**Performance Objective 2:** To maintain 96% or higher attendance rate in all student populations.





**Evaluation Data Sources:** Attain a 96% or higher attendance rate on TAPR report for all student populations.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> To conduct daily attendance phone calls, emails, and text messages with translation support.<br/> <b>Strategy's Expected Result/Impact:</b> Make incremental gains in the student attendance rate.<br/> <b>Staff Responsible for Monitoring:</b> Principal<br/>                     Assistant Principal<br/>                     Campus Secretary<br/>                     Counselor<br/>                     Teachers</p> <p>- <b>Additional Targeted Support Strategy</b><br/> <b>Funding Sources:</b> - SCE</p>             | <b>Formative</b> |            |            | <b>Summative</b> |
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| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> School administration will conduct parent/student conference to address 3-5 absences with translation support.<br/> <b>Strategy's Expected Result/Impact:</b> Make incremental gains in the student attendance rate.<br/> <b>Staff Responsible for Monitoring:</b> Principal<br/>                     Assistant Principal<br/>                     Campus Secretary<br/>                     Counselors<br/>                     Teachers</p> <p><b>Funding Sources:</b> - SCE, - Title I-A</p>                                | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Jan</b> | <b>May</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 3 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 3:</b> School administration will conduct home visits each six weeks for students with 3-5 absences.<br/> <b>Strategy's Expected Result/Impact:</b> Make incremental gains in the student attendance rate.<br/> <b>Staff Responsible for Monitoring:</b> Principal<br/>                     Assistant Principal<br/>                     Campus Secretary<br/>                     Counselors<br/>                     Teachers</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
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**Goal 4:** To continually focus on the improvement of student attendance and the decline of the dropout rate.

**Performance Objective 3:** To increase communication among district stakeholders in identifying and aiding at-risk students.

**Evaluation Data Sources:** Attain a 1% or less dropout rate on TAPR report for all populations.





| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Refer students with attendance concerns to Student Support Services Dept<br><b>Strategy's Expected Result/Impact:</b> Make incremental gains in the student attendance rate.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Counselor  | Formative |     |     | Summative |
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| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |



**Goal 5:** To maintain facilities in a quality, cost-effective manner.

**Performance Objective 1:** Utilize district resources efficiently and equitably.





**Evaluation Data Sources:** Maintain a TEA superior FIRST (Financial Integrity Rating System of Texas) rating.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Enhance the aesthetics of the campus by spot painting throughout the campus<br/> <b>Strategy's Expected Result/Impact:</b> Foster an environment that is conducive to effective teaching and learning.<br/> <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Funding Sources:</b> - Local, - State Grants</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Jan</b> | <b>May</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Purchase &amp; install window decals for career pathways for student lounge.<br/> <b>Strategy's Expected Result/Impact:</b> Foster an environment that is conducive to effective teaching and learning.<br/> <b>Staff Responsible for Monitoring:</b> Prinicpal</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
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| <p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p> |                  |            |            |                  |

**Goal 6:** To recruit and retain outstanding faculty, staff, and administrators.

**Performance Objective 1:** Recruit educators who meet the statutory highly qualified teacher requirements for teachers of core academic subjects.





**Evaluation Data Sources:** Maintain 100% HQ instructional staff.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <b>Strategy 1:</b> Hire HQ teachers<br><b>Strategy's Expected Result/Impact:</b> Interview sign-in<br>100% HQ<br><b>Staff Responsible for Monitoring:</b> Principal<br><br><b>Funding Sources:</b> - Local   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Jan</b> | <b>May</b> | <b>June</b>      |
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| Strategy 2 Details   | Reviews          |            |            |                  |
| <b>Strategy 2:</b> Provide support from a campus mentor teacher for all new and/or developing teachers.<br><b>Strategy's Expected Result/Impact:</b> Increase teacher retention<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Jan</b> | <b>May</b> | <b>June</b>      |
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| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |                  |            |            |                  |

**Goal 6:** To recruit and retain outstanding faculty, staff, and administrators.

**Performance Objective 2:** Provide the opportunity for job embedded research-based professional development for every district employee that is aligned with challenging state academic standards.





**Evaluation Data Sources:** All employees receive 40 hours of training annually per Euphoria Workshop reports.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Facilitate professional development based on identified needs of teachers and students during professional development days.</p> <p><b>Strategy's Expected Result/Impact:</b> Retain outstanding faculty, staff and administrators.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Assistant Principal</p>  | Formative |     |     | Summative |
|  | Sept      | Jan | May | June      |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div> |           |     |     |           |

**Goal 6:** To recruit and retain outstanding faculty, staff, and administrators.

**Performance Objective 3:** Develop a plan to increase employee retention rates.

**Evaluation Data Sources:** Turn-over rate for teachers of less than state average of 12.6%.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Utilize surveys for teachers and staff twice a year to measure satisfaction and work environment.<br><b>Strategy's Expected Result/Impact:</b> Increase retention of employees<br><b>Staff Responsible for Monitoring:</b> Principal  | Formative |     |     | Summative |
|  | Sept      | Jan | May | June      |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |