

**STAFFORD MUNICIPAL SCHOOL DISTRICT  
CAMPUS PERFORMANCE OBJECTIVES  
2023-2024**

**STAFFORD ECC:**

**Goal 1:** To build student academic proficiency and social-emotional well-being enabling them to thrive academically and emotionally within a rigorous learning environment

1. **Performance Objective 1:** By June 2024, 75% of ALL STUDENTS will be reading and performing age-appropriate skills on level as evidenced by developmentally appropriate assessments (Tx KEA, CLI, DRA).
2. **Performance Objective 2:** By June 2024, 90% 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:** By June 2024, 90% all students receiving special education services will demonstrate growth in their respective IEP areas and/or on state assessment measures..
4. **Performance Objective 4:** By June 2024, 90% of students will demonstrate an understanding of STEM concepts along with the Engineering Design Process as measured by the EOY STEM assessment.

**Goal 2:** To 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 2024, 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:** By April of 2024, teachers will have engaged in at least five professional development sessions at the campus level to refine their implementation of inclusive practices, small group instruction and positive behavior interventions.
3. **Performance Objective 3:** Provide a coaching model that allows for two individual sessions per month with supporting feedback, and a survey where teachers can share reflective comments.
4. **Performance Objective 4:** By October 2023, SECC will fully implement PBIS Framework with campus-wide systems and practices in place that result in less than five disciplinary referrals per month.

**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.

**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 a self-sustaining early literacy program at the infant/toddler stages that maintains an enrollment of 25+ children, and is designed to expand core skills while enhancing developmental stages as measured by program assessment.
2. **Performance Objective 2:** To use brain research/Fueling Brains activities as a way to teach children "how" to learn, not just "what" to learn with the expectation that all students show growth by moving up at least one animal persona during the year.
3. **Performance Objective 3:** To provide a solid character education program that encourages/promotes students to demonstrate core ethical values such as respect, justice, civic virtue and citizenship, and responsibility for self and others, as measured by monthly character traits nominations.
4. **Performance Objective 4:** SECC will provide targeted intervention and/or tutorials to identified students at Tier II and Tier III levels in an effort to spark growth and progress as measured by progress monitoring instruments.
5. **Performance Objective 5:** To provide inclusive practices in the general ed classrooms that enable students receiving special services and/or EB supports to show at least a 20% gain in performance as measured by district EOY assessments.
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:** By May 2024, SECC will 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:** By May 2024, SECC will provide at least one morning and one evening event per month as way to help working families be engaged and feel connected to the learning community.
4. **Performance Objective 4:** SECC's marketing efforts will be geared toward maintaining a campus enrollment of 400+ students, with partnerships that provide families with in-home support, resources and learning opportunities.
5. **Performance Objective 5:** Forge collaborative alliances with local businesses to contribute resources, expertise, and financial support, fostering a mutually beneficial relationship for the purpose of enhancing our campus facilities and overall student experience.

## STAFFORD ELEMENTARY:

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

- Performance Objective 1:** By the end of the 2023 - 2024 school year, Stafford MSD 3rd grade - 5th grade students will increase reading proficiency by 5% at the approaches level, 5% at meets and 5% masters level as measured by MAP and STAAR interim assessment from BOY to EOY.  
By the end of SY23-24, Stafford MSD special education students in 3rd -5th grade will demonstrate growth in reading proficiency by 5% approaches 3% meets as measured by MAP and STAAR interim assessment from BOY to EOY.
- Performance Objective 2:** By the end of the 2023 - 2024 school year, Stafford MSD 3rd grade - 5th grade students will increase math proficiency by 5% at the approaches level, 5% at meets and 5% masters level as measured by MAP and STAAR interim assessment from BOY to EOY.  
By the end of SY23-24, Stafford MSD special education students in 3rd -5th grade will demonstrate growth in math proficiency by 5% approaches 3% meets as measured by MAP and STAAR interim assessment from BOY to EOY.
- Performance Objective 3:** By the end of the 2023 - 2024 school year, Stafford MSD 5th grade students will increase Science proficiency by 5% at the approaches level, 5% at meets and 5% masters level as measured by STAAR interim assessment from BOY to EOY.  
By the end of SY23-24, Stafford MSD special education students in 5th grade will demonstrate growth in Science proficiency by 5% approaches 3% meets as measured by STAAR interim assessment from BOY to EOY.

**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..

- Performance Objective 1:** Reduce the number of discipline referrals, in school suspensions, and out of school suspensions by 5% from the previous school year.
- Performance Objective 2:** Maintain or improve teacher retention (less than 17% teacher turnover) for the 23-24 school year.
- Performance Objective 3:** Increase parent engagement through volunteer opportunities and dissemination of services to assist families.

## STAFFORD MIDDLE:

**Goal 1:** 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, Structured grouping and Apple Classroom.

1. **Performance Objective 1:** By May 2024, SMS will utilize hands on labs, reading and writing, and small group interventions to increase the percentage of "approaches" or higher performance in Science to 80%, Meets and masters to 70%.
2. **Performance Objective 2:** Throughout the 2023-2024 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 50% in meets and 30% in mastery level performance in reading.
3. **Performance Objective 3:** Throughout the 2023-2024 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 70% in approaching, 50% in meets, and 10% in mastery level performance in math.
4. **Performance Objective 4:** By May 2024, SMS will improve Social Studies STAAR achievement to 70% approaches or higher by utilizing aligned and rigorous lessons as a daily practice in the Social Studies classrooms, Meets at 40% and Masters at 18%.

**Goal 2:** SMSD will implement services and accommodations and will support the implementation of rigorous, academic instructional programming for students who receive special education services and for emergent bilingual students that address the cognitive/ linguistic needs of students with the goal of preparing students to become college and career ready and to meet the individual needs for academic and behavioral improvement.

1. **Performance Objective 1:** By May 2024, students who receive special education services will increase their approaches standard to 40% ,meets to 25%, and Masters to 10% in reading and math STAAR
2. **Performance Objective 2:** By May 2024, 60% of Emergent Bilingual students will increase their listening and speaking TELPAS scores to advanced or advanced high..

**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:** SMS will improve student behavior management, culture and citizenship by reducing overall referrals to below 700 and out-of-placement discipline by 40% (OSS and ISS) in the 2023-2024 school year.
2. **Performance Objective 2:** Classroom walkthroughs will occur to determine the consistent usage of C.H.A.M.P.S. strategies in at least 80% of classrooms.

**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 2024, 100% of teachers will improve student engagement and increase target college and career readiness by integrating technology into the classroom at least 40% of the time in addition to the implementation of Digital lessons through the instructional tech plan with the support of the campus Instructional Technology Leader.

**Goal 5:** By the end of the 2023-2024 school year, increase participation in district family engagement initiatives to strengthen the home-to-school connection.

1. **Performance Objective 1:** By May 2024, the SMS Parent Teacher Organization participation will increase by 25%.

**Goal 6:** SMSD will promote student achievement by attracting, retaining, and continuously developing highly effective individuals..

1. **Performance Objective 1:** Throughout the 2023- 2024 school year SMS will hire only (100%) 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:** SMS will host new teacher monthly (at least 7 meetings this school year) meetings throughout the 2023-2024 school year with a minimum of 90% attendance to provide coaching support to retain teachers.

## 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 80%, "Meets" will increase to 55%, and "Masters" will increase to 10%.
2. **Performance Objective 2:** The percentage of all students (original) scoring "Approaches" or higher on the English II Assessment will increase to 85%, "Meets" will increase to 65%, and "Masters" will increase to 12%.
3. **Performance Objective 3:** The percentage of all students (original) scoring "Approaches" or higher on the Algebra 1 STAAR EOC Assessment will increase to 90%, "Meets" will increase to 55%, and "Masters" will increase to 20%.
4. **Performance Objective 4:** The percentage of all 11th Grade students in U.S. History scoring proficient or higher will increase to 98%, meets 75%, and masters at 40% on the STAAR EOC Assessment.
5. **Performance Objective 5:** The percentage of all students in Biology scoring "Approaches" or higher will increase to 95%, meets 60% and master 25% on the STAAR EOC Assessment.
6. **Performance Objective 6:** The percent of students who achieve the CCMR target will increase from 93% to 95% by July 2024.

**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.
2. **Performance Objective 2:** Teacher recognition wall in the Teacher's Lounge.

**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.
4. **Performance Objective 4:** Increase student attendance
5. **Performance Objective 5:** Increase student graduation rate.
6. **Performance Objective 6:** SAEC: Decrease returning students to SAEC through counseling and implementation of restorative discipline.

## **STEM MAGNET ACADEMY:**

**Goal 1:** Ensure 100% of students are college/career ready without remediation by utilizing rigorous evidence-based instruction in cross-content areas.

1. **Performance Objective 1:** By the end of the 2023-2024 school year, the total number of students' mastery will increase by 5% in all content areas as measured on the STAAR/EOC.
2. **Performance Objective 2:** Eighty percent (80%) of students will score at or above meets on US history STAAR tests by the end of the 2023-2024 school year.
3. **Performance Objective 3:** 70% of students will score 4-5 on AP exams by the end of the 2023-24 school year.
4. **Performance Objective 4:** Students Increase 5% in TELPAS speaking (21% of students scored advanced high) and writing (44% of students scored advanced high).

**Goal 2:** Promote a positive school culture and climate..

1. **Performance Objective 1:** 80% of teachers will be retained for the 2024-2025 school year.
2. **Performance Objective 2:** 80% of stakeholders are satisfied with the school culture and climate.