

**Waco Independent School District**  
**J.H. Hines Elementary School**  
**2024-2025 Goals/Performance Objectives/Strategies**



# Mission Statement

J.H. Hines Elementary will be a safe, student-centered learning environment created by all stakeholders (staff, parents, community) who support and model high standards and expectations for all.

# Vision

Positive leaders today, Successful learners for life.

# Value Statement

J.H. Hines Elementary teachers and staff will instruct with rigor to produce students who can and will be engaged in learning at high levels in all academic areas, treat one another with respect, and build a culture of learning and acceptance.

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# Goals

**Goal 1:** Increase academic achievement for all student learners.

**Performance Objective 1:** 50% of students in grades 3-5 will score approaches, meets, or masters on the 2025 Reading Language Arts and Math STAAR assessments.

**HB3 Goal**

**Evaluation Data Sources:** STAAR Scores

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Teachers will receive guidance and support during PLCs and campus professional development to create lessons that are aligned to standards, learning objectives, activities, and resources.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased Student Achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal, assistant principal, and the instructional coach.</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p> <p>- <b>Targeted Support Strategy</b></p> <p><b>Problem Statements:</b> Student Achievement 1</p>	Formative		
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



**Goal 1:** Increase academic achievement for all student learners.

**Performance Objective 2:** 100% of K-5 students will show growth on the Reading and Math iReady test.

**HB3 Goal**

**Evaluation Data Sources:** BOY, MOY, and EOY iReady Student Achievement Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Ensure lesson alignment, supported through teacher modeling, data analysis, and lesson plan development.  <b>Strategy's Expected Result/Impact:</b> Engaging lessons will result in increased student performance on the Reading Language Arts and Math STAAR assessments.  <b>Staff Responsible for Monitoring:</b> Principal, assistant principal, instructional coach, and grade level lead teachers.</p> <p><b>Title I:</b>                      2.4, 2.6                      - <b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Build a foundation of reading and math                      - <b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction  <b>Problem Statements:</b> Student Achievement 1</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide instructional resources such as transportation, ink cartridges, composition notebooks, student take home folders, and technology for wireless capability.  <b>Strategy's Expected Result/Impact:</b> Teachers will have the resources needed to meet students' instructional needs which will in turn increase students' academic achievement on campus and state assessments.  <b>Staff Responsible for Monitoring:</b> Principal, assistant principal, the instructional specialist, grade level lead teachers, and teachers.</p> <p><b>Title I:</b>                      2.4, 2.5, 2.6                      - <b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction  <b>Problem Statements:</b> Student Achievement 1</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Purchase materials and provide a system of communication that can be used to share information with parents regarding school activities, student behavior and academic performance.</p> <p><b>Strategy's Expected Result/Impact:</b> To increase parental engagement and create a pathway for teachers, administrator staff and parents to communicate.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, assistant principal, the instructional specialist, and grade level teachers.</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Student Achievement 1</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide TEKS-focused intervention during the school day and after school to accelerate, remediate, and/or provide interventions based upon students' needs.</p> <p><b>Strategy's Expected Result/Impact:</b> To increase the number of students who score approaches, meets, or masters on the STAAR Reading Language Arts and STAAR Math assessment.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, assistant principal, and the instructional coach.</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Additional Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Problem Statements:</b> Student Achievement 1</p> <p><b>Funding Sources:</b> tutors - Title 1</p>	<b>Formative</b>		
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**Goal 2:** Increase average daily attendance to 92%.

**Performance Objective 1:** Identify and implement strategies to increase student attendance and emphasize the impact of attendance on student achievement.


**HB3 Goal**


**Evaluation Data Sources:** Attendance Reports

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Notify parents about daily absences using a computer-generated report and during parent involvement activities that include a translator, snacks, and refreshments.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, &amp; Attendance Clerk</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 2: Strategic Staffing</p> <p>- <b>Targeted Support Strategy - Additional Targeted Support Strategy</b></p> <p><b>Problem Statements:</b> Demographics 1</p> <p><b>Funding Sources:</b> - Title I Parent Involvement, - State Compensatory Education</p>	Formative		
	Jan	May	May

Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> The campus will provide incentives to increase student attendance and reward students with at least a 98% attendance rate each six weeks. Implement incentives and rewards to increase student attendance and and emphasize the impact of attendance on student achievement.</p> <p>Recess Extravaganza &amp; Treat Bag October 10, 2024 School Day Dance Party &amp; Treat Bag November 1, 2024 Baylor Basketball Game December 18, 2024 Ice Cream Social &amp; Treat Bag February 7, 2024 Snow Cone Social &amp; Treat Bag March 7, 2024 Main Event Field Trip &amp; Treat Bag May 9, 2024</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student attendance will positively impact student achievement. <b>Staff Responsible for Monitoring:</b> Principal, assistant principal, the Family and Engagement Specialist, and grade level teachers.</p> <p><b>Title I:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture <b>Problem Statements:</b> Demographics 1 <b>Funding Sources:</b> - Title 1, - State Compensatory Education</p>	Formative		
	Jan	May	May

 0% No Progress

 100% Accomplished

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**Goal 3:** Retain and recruit certified teachers.

**Performance Objective 1:** Partner with teacher certification programs to identify highly qualified, certified interns.

**HB3 Goal**

**Evaluation Data Sources:** Teacher Retention Rate





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Develop partnerships with local universities and establish a streamlined process for identifying and interviewing potential interns, offering them hands-on classroom experience at the school. Offer pathways for interns to transition from part-time (substitute teacher) positions before graduation into full-time vacant positions after graduation and upon certification.</p> <p><b>Strategy's Expected Result/Impact:</b> Reduce teacher vacancies, improve classroom instruction and contribute to better student outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant principal</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Demographics 1</p>	Formative		
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**Goal 3:** Retain and recruit certified teachers.

**Performance Objective 2:** Attend the district, local colleges and universities, and Regional Service Center job fairs to recruit certified teachers.

**HB3 Goal**

**Evaluation Data Sources:** Teacher Retention Rate





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Meet with the supervisor for the teacher certification program at Baylor University. Set up interviews with seniors who are graduating soon.</p> <p><b>Strategy's Expected Result/Impact:</b> Interviewing seniors in college teacher certification programs before they graduate will allow Hines to secure talented, soon-to-be teachers ahead of competing schools. By building relationships early, we will be able to secure talented, soon-to-be teachers ahead of competing schools and fill vacancies with fresh, motivated educators before other schools have the chance to recruit the teachers.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and assistant principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Problem Statements:</b> Demographics 1</p>	Formative		
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**Goal 3:** Retain and recruit certified teachers.

**Performance Objective 3:** Provide onboarding and mentoring for new teachers.

**HB3 Goal**

**Evaluation Data Sources:** Teacher Retention Rate





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Assign new teachers an experienced teacher mentor</p> <p><b>Strategy's Expected Result/Impact:</b> The mentor will help the new teacher to navigate the challenges of the classroom and school culture. Mentors will offer guidance, share effective teaching strategies, and provide feedback, which will help new teachers build confidence, improve their instructional practices, and accelerate their professional growth. Classroom success will ease the new teacher's transition into education and result in higher teacher retention rates and ultimately improved student success.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, assistant principal, and instructional specialist.</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>Problem Statements:</b> Demographics 1</p>	Formative		
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**Goal 4:** Engage Families and Community Services to enhance campus and district goals.

**Performance Objective 1:** Hold at least three targeted family and community involvement events each semester that support campus and district goals, ensuring active participation from at least 30% of families and collaboration with local community services to enhance student achievement school culture, and resource accessibility.





**HB3 Goal**

**Evaluation Data Sources:** Sign-in sheets will be used to determine how many families are being impacted by the events.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Hold family and community events to enhance student achievement, school culture, and resource accessibility.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased family and community engagement will result in improved student achievement, a more supportive school environment, and greater access to resources for students and families, as evidenced by a 10% increase in family participation in school events, improved attendance rates, and positive feedback from community partners.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principal</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Demographics 1</p> <p><b>Funding Sources:</b> - Title I Parent Involvement</p>	Formative		
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**Goal 4:** Engage Families and Community Services to enhance campus and district goals.

**Performance Objective 2:** Fund project manager through Community In School to provide family and students support and mentorship.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> The project manager will focus on developing mentorship opportunities, connecting families to essential services, and providing ongoing support to students at risk of academic or social challenges.</p> <p><b>Strategy's Expected Result/Impact:</b> Monthly progress meetings will be held to monitor the impact of the support provided.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Demographics 1</p>	Formative		
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