# Waco Independent School District

## **Tennyson Middle School**

2024-2025 Goals/Performance Objectives/Strategies



#### **Mission Statement**

At Tennyson Middle School we believe our duty is to educate the whole child by expecting, modeling, and reinforcing both social-emotional and academic development in a consistently positive environment.

#### **Value Statement**

At Tennyson Middle School we have G.R.I.T:

Generosity

Respect

Integrity

Teamwork

#### **Table of Contents**

Go	pals	. 4
	Goal 1: Learning and Development: Ensure strong, innovative, educational experiences and supportive learning environments for all students.	. 4
	Goal 2: Human Capital: Recruit, develop, retain, and empower highly qualified and passionate staff.	. 11
	Goal 3: Technology: Provide and support technological resources and continual training to promote efficiency, secure operations, and exceptional learning experiences.	. 14
	Goal 4: Finance and Operations: Optimize, steward, and allocate resources to achieve campus objectives.	. 17
	Goal 5: Community Engagement and Marketing: Expand opportunities to engage the community through effective communication, marketing, partnerships, and mentorships.	1.8.

### Goals

Goal 1: Learning and Development: Ensure strong, innovative, educational experiences and supportive learning environments for all students.

**Performance Objective 1:** Curriculum: Evaluate, design, and develop a vertically and horizontally aligned curriculum.

Strategy 1 Details	For	mative Revi	ews	
Strategy 1: Maintain a vertically and horizontally aligned curriculum.				
Strategy's Expected Result/Impact: Increase in student academic growth as measured by: TCAs, report cards, progress reports, iReady data, PLC Meetings, MTSS-progress monitoring data sheets, SLO with TEKS focus			May	
Staff Responsible for Monitoring: RTI Coordinator, Testing Coordinator, Assistant Principals, Principal				
TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction				
Strategy 2 Details	For	mative Revi	ews	
Strategy 2: Monitor the use of best instructional practices in the classroom and ensure accountability to follow vertically and horizontally curriculum.		Formative		
		May	May	
<b>Strategy's Expected Result/Impact:</b> Increase in student academic growth as measured by: TCAs, report cards, progress reports, iReady data, PLC Meetings, MTSS-progress monitoring data sheets, SLO with TEKS focus				
Staff Responsible for Monitoring: RTI Coordinator, Testing Coordinator, Assistant Principals, Principal				
TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction				
No Progress Accomplished — Continue/Modify X Discontinue				

Performance Objective 2: Student Opportunities: Evaluate current student offerings and explore new student opportunities.

Strategy 1 Details	For	mative Revi	iews
<b>Strategy 1:</b> Implementing and increasing opportunities for students to pursue their passions and non-academic interests.		Formative	
<b>Strategy's Expected Result/Impact:</b> Increase student engagement and involvement through opportunities such as: clubs, electives, UIL, library, technology, tutorials, WIN, PTA Nights/Experiences, field trips, Fine Arts, and other electives	Jan	May	May
Staff Responsible for Monitoring: Librarian, Grade-Level Leaders, Campus Administration			
ESF Levers: Lever 3: Positive School Culture			
No Progress Accomplished — Continue/Modify X Discontinue			

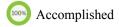
Performance Objective 3: Programs: Evaluate programs that serve identified populations and create opportunities tailored to student needs.

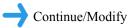
Strategy 1 Details	For	mative Revi	ews	
Strategy 1: Ensure compliance to support standards and best practices for identified populations.		Formative		
<b>Strategy's Expected Result/Impact:</b> Increased academic performance and growth for students served through special programs: SPED/504, GT, and ESL		May	May	
Staff Responsible for Monitoring: Campus SPED Coordinator, ESL Teacher, Campus Administration				
TEA Priorities:				
Build a foundation of reading and math				
- ESF Levers: Lever 5: Effective Instruction				
Strategy 2 Details	For	mative Revi	ews	
Strategy 2: Hire highly qualified Math tutors for AVID students supporting mid-level learners		Formative		
Strategy's Expected Result/Impact: Increased TCA, interim assessments, STAAR scores	Jan	May	May	
Staff Responsible for Monitoring: Principal				
Title I:				
2.4, 2.5, 2.6, 4.1, 4.2				
- TEA Priorities:				
Build a foundation of reading and math				
- Targeted Support Strategy - Additional Targeted Support Strategy				
<b>Funding Sources:</b> Baylor degreed students - State Compensatory Education - 199.11.6125.00.044.30.000, Certified/retired teachers - State Compensatory Education - 199.11.6117.00.044.30.000				

Strategy 3: Provide access to support services, such as Communities in Schools which help at-risk students stay in school and maintain strong academic performances  Strategy's Expected Result/Impact: Increased campus attendance, decrease dropout rate,  Staff Responsible for Monitoring: Principal  Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative May	May
Strategy's Expected Result/Impact: Increased campus attendance, decrease dropout rate, Staff Responsible for Monitoring: Principal  Title I: 2.4, 2.6 - TEA Priorities:	May	May
Strategy's Expected Result/Impact: Increased campus attendance, decrease dropout rate,  Staff Responsible for Monitoring: Principal  Title I: 2.4, 2.6 - TEA Priorities:		·
Title I: 2.4, 2.6 - TEA Priorities:		
2.4, 2.6 - TEA Priorities:		
- ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture - Targeted Support Strategy Funding Sources: Communities In Schools, Inc - State Compensatory Education - 199.61.6299.00.044.30.00		



% No Progress







Performance Objective 4: Student Skills: Provide opportunities for students to develop essential skills for life.

**Evaluation Data Sources:** Effective implementation/roll out of the Leader In Me curriculum

Strategy 1 Details	For	rmative Revi	iews	
Strategy 1: Create opportunities for student to cultivate communication skills.		Formative		
<b>Strategy's Expected Result/Impact:</b> Encouraging and providing opportunities for students to advocate for themselves in a respectful and engaging manner, both academically and socially.	Jan	May	May	
<b>Staff Responsible for Monitoring:</b> Campus Counselors, Student Council Coordinator, Campus Administration, Behavior Specialist/ Aides				
ESF Levers: Lever 3: Positive School Culture				
Strategy 2 Details	For	mative Revi	iews	
Strategy 2: Provide opportunities for students to obtain additional academic support by attending the Academic Assistance and Resource		Formative		
enter (after school tutoring)  Strategy's Expected Result/Impact: Increased student grades and STAAR passing rates, improved reading skills and math comprehension skills		May	May	
			-	
Staff Responsible for Monitoring: Principal, grade level AP, and department leads				
Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - TEA Priorities:				
Build a foundation of reading and math, Connect high school to career and college - ESF Levers:				
Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy				

**Performance Objective 5:** Student Wellness: Support and enhance student and staff wellness.

Strategy 1 Details	For	mative Revi	ews	
Strategy 1: Promote positive and support school environment that is safe and conducive to learning and achievement for all students.		Formative		
<b>Strategy's Expected Result/Impact:</b> Effective implementation of MTSS, reduced discipline referrals, Increased staff morale, increased celebrations with students and staff (i.e. SOTM, Friday Shout Outs, TOTM, monthly staff appreciation), provide staff luncheon and teacher treats, teacher incentives throughout the year	Jan	May	May	
Staff Responsible for Monitoring: Behavior Specialist/Aides, Assistant Principals, Sunshine Committee, Campus Counselors, Instructional Specialists				
TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture				
Strategy 2 Details	For	mative Revi	ews	
Strategy 2: Create opportunities to develop resilience and conflict resolution skills to support healthy students		Formative		
<b>Strategy's Expected Result/Impact:</b> Students will be able to navigate difficult situations when challenges arise in order to solve problems successfully for all involved.	Jan	May	May	
Staff Responsible for Monitoring: Campus Administration, Campus Counselors				
Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture				

Strategy 3 Details	For	rmative Revi	ews
Strategy 3: Schedule and plan Challenge Day		Formative	
<b>Strategy's Expected Result/Impact:</b> Stop the teasing, violence, and alienation that are so deeply a part of the school experience for many students.	Jan	May	May
Staff Responsible for Monitoring: Campus Administration, Counselors, Student Council Representatives, Teachers			
Title I: 2.6			
- ESF Levers: Lever 3: Positive School Culture			
No Progress Accomplished Continue/Modify Discontinu	ie		

Goal 2: Human Capital: Recruit, develop, retain, and empower highly qualified and passionate staff.

Performance Objective 1: Recruit: Develop recruiting strategies that are compelling to a new and seasoned staff.

Strategy 1 Details	For	mative Revi	ews
Strategy 1: Promote Tennyson Middle School on multiple platforms as a campus known for excellence.		Formative	
<b>Strategy's Expected Result/Impact:</b> Increase in interested applicants; increase inquiries about potential opportunities to join the Tennyson Staff	Jan	May	May
Staff Responsible for Monitoring: Campus Administration, Campus Social Media Liaison			
TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing			
No Progress Continue/Modify Discontinue	e		

Goal 2: Human Capital: Recruit, develop, retain, and empower highly qualified and passionate staff.

Performance Objective 2: Develop: Design and implement a professional growth strategy for staff.

Formative May	May	
May	May	
ormative Rev	views	
Formative		
May	May	
1	May	

Goal 2: Human Capital: Recruit, develop, retain, and empower highly qualified and passionate staff.

Performance Objective 3: Retain: Access and prioritize needs of dedicated and engaged staff for retention.

Strategy 1 Details	For	mative Revi	ews
Strategy 1: Review and analyze the data gathered from surveys to create action steps to increase satisfaction and staff retention.		Formative	
Strategy's Expected Result/Impact: Improved Staff Retention	Jan	May	May
Staff Responsible for Monitoring: Campus Administration, Instructional Specialists			
TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning			
No Progress Accomplished — Continue/Modify X Discontinue	e		

**Goal 3:** Technology: Provide and support technological resources and continual training to promote efficiency, secure operations, and exceptional learning experiences.

Performance Objective 1: Privacy and Security: Develop and implement data privacy, security policies, and best practices.

Strategy 1 Details						iews
Strategy 1: Implement accountability systems for appropriate use of technology for students and staff.						
Strategy's Expected Result/Impact: Reduced discipline referrals, completed compliance bundles, increase staff use of Lightspeed						May
Staff Responsible for Monitoring: Campus Administration, Behavior Specialist/Aides, Teachers						
% No Progress	S Accomplished	Continue/Modify	X Discontinue	2		

**Goal 3:** Technology: Provide and support technological resources and continual training to promote efficiency, secure operations, and exceptional learning experiences.

Performance Objective 2: Support: Provide proactive and responsive support and training for purposeful instructional technology usage.

Strategy 1 Details		Formative Reviews		
Strategy 1: Review and analyze data gathered from the district student and parent surveys related to use of technology and usability training.		Formative		
Strategy's Expected Result/Impact: Determine if action steps are needed		May	May	
Staff Responsible for Monitoring: Campus Administration				
ESF Levers: Lever 1: Strong School Leadership and Planning				
No Progress Continue/Modify Discontinue	2			

**Goal 3:** Technology: Provide and support technological resources and continual training to promote efficiency, secure operations, and exceptional learning experiences.

Performance Objective 3: Learning Systems: Integrate and streamline learning and educational platforms.

Strategy 1 Details		Formative Reviews		
Strategy 1: All Staff will meet the district expectations of Google Classroom and Canvas implementation.		Formative		
Strategy's Expected Result/Impact: Staff compliance with district expectations	Jan	May	May	
Staff Responsible for Monitoring: Campus administration, Instructional Specialists  ESF Levers: Lever 5: Effective Instruction				
No Progress Continue/Modify Discontinue				

Goal 4: Finance and Operations: Optimize, steward, and allocate resources to achieve campus objectives.

**Performance Objective 1:** Finance: Build and efficiently utilize financial resources across all operational and capital areas.

Strategy 1 Details	For	mative Revi	iews	
ategy 1: Minimize the number of cross-function transfers.		Formative		
Strategy's Expected Result/Impact: Reduced number of needed board approvals.  Staff Responsible for Monitoring: Principal and Administrative Assistant		May	May	
ESF Levers: Lever 1: Strong School Leadership and Planning				
Strategy 2 Details	For	mative Revi	iews	
<b>Strategy 2:</b> Improve the attendance rate from 23-24 school year.	Formative			
Strategy's Expected Result/Impact: Increase ADA funding		May	May	
Staff Responsible for Monitoring: PEIMS Attendance Secretary and Campus Administration  ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				
No Progress Accomplished — Continue/Modify X Discontinue				

**Goal 5:** Community Engagement and Marketing: Expand opportunities to engage the community through effective communication, marketing, partnerships, and mentorships.

**Performance Objective 1:** Effective Communication: Enhance communication clarity and distribution.

Strategy 1 Details		Formative Reviews		
Strategy 1: Provide consistency and alignment on the delivery of all campus communication.		Formative		
<b>Strategy's Expected Result/Impact:</b> Positive feedback on consistent communication; increased parent and student participation in campus events		May	May	
<b>Staff Responsible for Monitoring:</b> Campus Administration, Student Council, Campus Social Media Representative, Classroom Teachers				
ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				
No Progress Continue/Modify Discontinue	e			

**Goal 5:** Community Engagement and Marketing: Expand opportunities to engage the community through effective communication, marketing, partnerships, and mentorships.

**Performance Objective 2:** Marketing: Promote the Tennyson mission, vision, and core values.

Strategy 1 Details			Formative Reviews			
Strategy 1: Ensure social media and all modes of communication are promoting the events and efforts of all students and staff.  Strategy's Expected Result/Impact: Increased participation in events; promotion of positive school culture and perceptions			Formative			
			Jan	May	May	
Staff Responsible for Monitoring: Campus Administration, Teachers, Student Council, Campus Social Media Representative						
% No Progres	s Accomplished	Continue/Modify	X Discontinue	:	1	