

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

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



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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	Formative Reviews		
<p>Strategy 1: Maintain a vertically and horizontally aligned curriculum.</p> <p>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</p> <p>Staff Responsible for Monitoring: RTI Coordinator, Testing Coordinator, Assistant Principals, Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Monitor the use of best instructional practices in the classroom and ensure accountability to follow vertically and horizontally curriculum.</p> <p>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</p> <p>Staff Responsible for Monitoring: RTI Coordinator, Testing Coordinator, Assistant Principals, Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
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Goal 1: Learning and Development: Ensure strong, innovative, educational experiences and supportive learning environments for all students.





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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implementing and increasing opportunities for students to pursue their passions and non-academic interests.</p> <p>Strategy's Expected Result/Impact: 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</p> <p>Staff Responsible for Monitoring: Librarian, Grade-Level Leaders, Campus Administration</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
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Goal 1: Learning and Development: Ensure strong, innovative, educational experiences and supportive learning environments for all students.

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





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Ensure compliance to support standards and best practices for identified populations. Strategy's Expected Result/Impact: Increased academic performance and growth for students served through special programs: SPED/504, GT, and ESL Staff Responsible for Monitoring: Campus SPED Coordinator, ESL Teacher, Campus Administration</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Hire highly qualified Math tutors for AVID students supporting mid-level learners Strategy's Expected Result/Impact: Increased TCA , interim assessments, STAAR scores Staff Responsible for Monitoring: Principal</p> <p>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 Funding Sources: 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</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>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</p> <p>Strategy's Expected Result/Impact: Increased campus attendance, decrease dropout rate, Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture - Targeted Support Strategy</p> <p>Funding Sources: Communities In Schools, Inc - State Compensatory Education - 199.61.6299.00.044.30.00</p>	Formative		
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Goal 1: Learning and Development: Ensure strong, innovative, educational experiences and supportive learning environments for all students.

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	Formative Reviews		
<p>Strategy 1: Create opportunities for student to cultivate communication skills.</p> <p>Strategy's Expected Result/Impact: Encouraging and providing opportunities for students to advocate for themselves in a respectful and engaging manner, both academically and socially.</p> <p>Staff Responsible for Monitoring: Campus Counselors, Student Council Coordinator, Campus Administration, Behavior Specialist/Aides</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
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Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide opportunities for students to obtain additional academic support by attending the Academic Assistance and Resource Center (after school tutoring)</p> <p>Strategy's Expected Result/Impact: Increased student grades and STAAR passing rates, improved reading skills and math comprehension skills</p> <p>Staff Responsible for Monitoring: Principal, grade level AP, and department leads</p> <p>Title I: 2.4, 2.5, 2.6, 4.1, 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy</p> <p>Funding Sources: - Title 1 - 211.11.6118.00.044.30.000</p>	Formative		
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Goal 1: Learning and Development: Ensure strong, innovative, educational experiences and supportive learning environments for all students.





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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Promote positive and support school environment that is safe and conducive to learning and achievement for all students.</p> <p>Strategy's Expected Result/Impact: 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</p> <p>Staff Responsible for Monitoring: Behavior Specialist/Aides, Assistant Principals, Sunshine Committee, Campus Counselors, Instructional Specialists</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Create opportunities to develop resilience and conflict resolution skills to support healthy students</p> <p>Strategy's Expected Result/Impact: Students will be able to navigate difficult situations when challenges arise in order to solve problems successfully for all involved.</p> <p>Staff Responsible for Monitoring: Campus Administration, Campus Counselors</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Schedule and plan Challenge Day</p> <p>Strategy's Expected Result/Impact: Stop the teasing, violence, and alienation that are so deeply a part of the school experience for many students.</p> <p>Staff Responsible for Monitoring: Campus Administration, Counselors, Student Council Representatives, Teachers</p> <p>Title I: 2.6</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
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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	Formative Reviews		
<p>Strategy 1: Promote Tennyson Middle School on multiple platforms as a campus known for excellence.</p> <p>Strategy's Expected Result/Impact: Increase in interested applicants; increase inquiries about potential opportunities to join the Tennyson Staff</p> <p>Staff Responsible for Monitoring: Campus Administration, Campus Social Media Liaison</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing</p>	Formative		
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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.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Develop professional development opportunities tailored to teacher needs.</p> <p>Strategy's Expected Result/Impact: Improved practices based on individual, team and campus needs through PLC meetings, goal setting, and T-TESS</p> <p>Staff Responsible for Monitoring: Campus Administration and Instructional Coaches</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>	Formative		
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Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Develop an effective teacher supporting teachers program</p> <p>Strategy's Expected Result/Impact: Teachers will feel supported and stick with the profession, including new and novice teachers</p> <p>Staff Responsible for Monitoring: Campus Administration, Campus Succeed Representative, Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	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	Formative Reviews		
<p>Strategy 1: Review and analyze the data gathered from surveys to create action steps to increase satisfaction and staff retention.</p> <p>Strategy's Expected Result/Impact: Improved Staff Retention</p> <p>Staff Responsible for Monitoring: Campus Administration, Instructional Specialists</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
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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	Formative Reviews		
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 Staff Responsible for Monitoring: Campus Administration, Behavior Specialist/Aides, Teachers	Formative		
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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		
<p>Strategy 1: Review and analyze data gathered from the district student and parent surveys related to use of technology and usability training.</p> <p>Strategy's Expected Result/Impact: Determine if action steps are needed</p> <p>Staff Responsible for Monitoring: Campus Administration</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
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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		
<p>Strategy 1: All Staff will meet the district expectations of Google Classroom and Canvas implementation.</p> <p>Strategy's Expected Result/Impact: Staff compliance with district expectations</p> <p>Staff Responsible for Monitoring: Campus administration, Instructional Specialists</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative		
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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	Formative Reviews		
<p>Strategy 1: Minimize the number of cross-function transfers. Strategy's Expected Result/Impact: Reduced number of needed board approvals. Staff Responsible for Monitoring: Principal and Administrative Assistant</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Improve the attendance rate from 23-24 school year. Strategy's Expected Result/Impact: Increase ADA funding Staff Responsible for Monitoring: PEIMS Attendance Secretary and Campus Administration</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
			





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		
<p>Strategy 1: Provide consistency and alignment on the delivery of all campus communication.</p> <p>Strategy's Expected Result/Impact: Positive feedback on consistent communication; increased parent and student participation in campus events</p> <p>Staff Responsible for Monitoring: Campus Administration, Student Council, Campus Social Media Representative, Classroom Teachers</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
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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 Staff Responsible for Monitoring: Campus Administration, Teachers, Student Council, Campus Social Media Representative	Formative		
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<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>			