

STAFFORD MUNICIPAL SCHOOL DISTRICT
CAMPUS PERFORMANCE OBJECTIVES
2024-2025

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 2025, 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 2025, 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 2025, 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 2025, 90% of students will demonstrate an understanding of STEM concepts along with the Engineering Design Process as measured by the EOY STEM assessment.
5. **Performance Objective 5:** By May 2025, SECC will ensure staff and parents are trained on how to work with students with varied emotional/behavioral needs, in an effort to ensure the number of SpEd discipline removals does not exceed 2%.

Goal 2: To create a positive campus climate and culture that enhances work productivity and inspires/motivates teachers and students to focus on teaching & learning.

1. **Performance Objective 1:** By May 2025, increase student attendance at the Early Childhood Center from 92% to 97% through targeted parent communication, attendance incentives, workshops and consistent monitoring, as measured by monthly attendance reports.
2. **Performance Objective 2:** By June 2025, 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.
3. **Performance Objective 3:** Provide a professional development opportunities and a coaching model that allows for monthly sessions with supporting feedback, and a survey where teachers can share reflective comments.
4. **Performance Objective 4:** By October 2025, SECC will fully implement PBIS Framework with campus-wide systems and practices in place that result in less than five disciplinary referrals per month.
5. **Performance Objective 5:** By May 2025, establish and maintain a family-friendly environment at SECC while enforcing strict safety and security protocols, ensuring 100% accountability for all stakeholders at all times through regular safety drills, secure entry points, and clear communication with families

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 2025, 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.

Goal 5: By May 2025, increase parent involvement in school activities by 20% through the implementation of monthly engagement events, enhanced communication channels, and diverse participation opportunities, as measured by attendance records and parent feedback surveys.

1. **Performance Objective 1:** SECC will have 50% parent/community participation as measured by documented visits and active PTO memberships.
2. **Performance Objective 2:** 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.
3. **Performance Objective 3:** SECC will forge collaborative alliances with at least 3 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.

1. **Performance Objective 1:** Achieve 50% Meets within 3 years and 60% Meets within 5 years across all grade levels and subject areas.

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..

1. **Performance Objective 1:** Reduce teacher turnover to less than 20%.
2. **Performance Objective 2:** Increase parent engagement through volunteer opportunities and dissemination of services to assist families.

Goal 3: Stafford Elementary will take actions steps to increase student attendance by at least 1%.

1. **Performance Objective 1:** Students will maintain appropriate daily attendance to average no more than 15 absences per school year.

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 2025, SMS will utilize hands on labs, reading and writing, and small group interventions to increase the student achievement percentage of Meets to 27% on 8th grade Science state assessments.
2. **Performance Objective 2:** Throughout the 2024-2025 school year, SMS will utilize PLC protocols within regularly scheduled meetings and high-dosage tutoring and interventions to increase student performance in Meets to 38% for 6th and 7th grades and 45% in 8th grade level performance in reading.
3. **Performance Objective 3:** Throughout the 2024-2025 school year, SMS will utilize PLC protocols within regularly scheduled meetings and high-dosage tutoring and interventions to increase student performance to 33% Meets in 6th grade math, 29% Meets in 7th grade math, and 35% meets in 8th grade level performance in math. Student in Algebra I will achieve at least 80% meets on state assessments.
4. **Performance Objective 4:** By May 2025, SMS will improve Social Studies STAAR achievement to 34% meets or higher by utilizing aligned and rigorous lessons as a daily practice in the Social Studies classrooms.

Goal 2: SMSD will implement services and accommodations and will support the implementation of rigorous, academic instructional programming for students in sub groups and students who receive special education service and/or emergent bilingual students that address the socioeconomic/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 2025, students who receive special education services will increase their approaches standard to 20%, meets to 15%, and Masters to 5% in reading and math STAAR
2. **Performance Objective 2:** By May 2025, 60% of Emergent Bilingual students will increase their composite TELPAS scores to advanced or advanced high.
3. **Performance Objective 3:** By May 2025, at least 25% of students in the African American subpopulation will achieve meets or masters on grade level science STAAR assessments, at least 37% will achieve meets on grade level reading STAAR assessments, at least 29% will achieve meets on grade level math STAAR assessments and at least 34% will achieve meets on grade level social studies STAAR assessments.
4. **Performance Objective 4:** By May 2025, at least 28% of students in the Hispanic subpopulation will achieve meets or masters on grade level science STAAR assessments, at least 35% will achieve meets on grade level reading STAAR assessments, at least 29% will achieve meets on grade level math STAAR assessments and at least 34% will achieve meets on grade level social studies STAAR assessments.

5. **Performance Objective 5:** By May 2025, at least 27% of students in the Economically disadvantaged subpopulation will achieve meets or masters on grade level science STAAR assessments, at least 35% will achieve meets on grade level reading STAAR assessments, at least 29% will achieve meets on grade level math STAAR assessments and at least 33% will achieve meets on grade level social studies STAAR assessments.

Goal 3: SMSD will increase learning and behavioral expectations by establishing an optimal student-teacher ratio, positive behavior incentives, attendance incentives, and a district-wide discipline system with CHAMPS.

1. **Performance Objective 1:** SMS will improve student behavior management, culture and citizenship by reducing overall referral actions to below 500 and out-of-placement discipline by 20% (OSS and ISS) in the 2024-2025 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.
3. **Performance Objective 3:** SMS will increase daily attendance to 96% by the end of the 2024-2025 school year by using attendance incentives, tardy checks, and weekly attendance checks.

Goal 4: By the end of the 2024-2025 school year, increase participation in district family engagement initiatives to strengthen the home-to-school connection.

1. **Performance Objective 1:** By May 2025, the SMS Parent Teacher Organization participation will increase by 25%.

Goal 5: SMSD will promote student achievement by attracting, retaining, and continuously developing highly effective individuals.

1. **Performance Objective 1:** Throughout the 2024- 2025 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 2024-2025 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 "Meets" or higher on the English I STAAR, EOC Assessment will increase to 55%, and "Masters" will increase to 12%.
2. **Performance Objective 2:** The percentage of all students (original) scoring "Meets" or higher on the English II Assessment will increase to 60%, "Masters" will increase to 10%.
3. **Performance Objective 3:** The percentage of all students (original) scoring "Meets" or higher on the Algebra 1 STAAR EOC Assessment will increase to 40%, "Meets" and "Masters" will increase to 15%.?
4. **Performance Objective 4:** The percentage of all 11th Grade students in U.S. History scoring "Meets" or higher will increase to 75%, meets and masters at 40% on the STAAR EOC Assessment.
5. **Performance Objective 5:** The percentage of all students in Biology scoring "Meets" or higher will increase to 52%, and master 20% on the STAAR EOC Assessment.
6. **Performance Objective 6:** The percent of students who achieve the CCMR target will increase to 97% by July 2025.

Goal 2: Improve Special Programs

1. **Performance Objective 1:** Increase the SPED passing percentages in STAAR EOCs as follows:
 - a. English I scores went from 18% to 17% last year in the Spring administration: Our goal for English 1 is to improve from 17% to 30%.
 - b. English II scores went from 28% in the 23-24 Spring Administration.: Our goal will be to reach 35%
 - c. Algebra's previous goal was to go from 19-30%. The Spring 23-24 Administration showed results of 63% passing. Goal is to continue progress towards 70%
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:** ncrease 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.

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 on bulletin board near cafeteria. Above and Beyond Faculty and Staff

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.

Goal 6: Improve Attendance

1. **Performance Objective 1:** Stafford High School will maintain 95% attendance average.
2. **Performance Objective 2:** Reduce Absences

STEM MAGNET ACADEMY:

Goal 1: Implement rigorous instruction in all classrooms.

1. **Performance Objective 1:** By the end of the 2024-2025 school year, 90% of students will score Meets and the total number of students' mastery will increase by 5% in all content areas on the STAAR/EOC.
2. **Performance Objective 2:** 100% of students will score approach and eighty percent (80%) of students will score meets on 8th-grade Social Studies
3. **Performance Objective 3:** 3. Eighty percent (80%) of students will score meets on the 5th-grade Science on STAAR test.

Goal 2: Foster a learning environment that encompasses advanced curriculum

1. **Performance Objective 1:** 80 % of students will score 3 or higher on AP exams by the end of the 2023-24 school year.

Goal 3: Promote a positive school culture and climate.

1. **Performance Objective 1:** 80% of teachers will be retained for the 2024-2025 school year.

Goal 4: Promote parent and community involvement that aligns with campus vision

1. **Performance Objective 1:** 70% of all SSMA parents will participate in at least one school event.