

Palacios Independent School District
Secondary School
2025-2026 Campus Improvement Plan

Mission Statement

The Palacios Independent School District is dedicated to keeping students first. We will ensure all students acquire the knowledge and skills necessary to reach their full potential through staff who are effective, supportive, and committed for the ultimate benefit of our multi-cultural community.

Vision

Every student prepared for a successful future.

Value Statement

Fairness and Equity:

- All students, parents, and staff will be treated with consideration, integrity, and respect.
- We will foster an environment built on consistency, transparency, and mutual trust.

Professionalism:

- We will serve as positive role models for our community, students, and staff.
- We will carry out our roles and responsibilities with a high level of commitment, diligence, and skill.

Accountability and High Expectations:

- We are responsible for the academic performance of every student.
- We believe that all student can learn, perform, and achieve at high levels.

Positive Environment:

- We are responsible for establishing a safe and secure environment for all.
- We will support a dynamic atmosphere based on teamwork, communication, and collaboration.

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Goals

Goal 1: Academic Achievement for ALL - PISD will inspire individual excellence through collaboratively building a safe, respectful, and inviting learning community where every student's story matters.

Performance Objective 1: By the end of the 2025-26 school year, 80% of students will meet their projected ELAR growth goal as predicted by NWEA testing.





Evaluation Data Sources: NWEA Reports, IXL Reports, STAAR/EOC Reading Scores (Meets) and ECR Results

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will utilize No Red Ink and IXL to provide targeted instruction according to student need as demonstrated by formative/summative assessments and BOY/MOY data.</p> <p>Strategy's Expected Result/Impact: Students will increase in reading performance (comprehension and fluency), monitored through NWEA Map testing data.</p> <p>Staff Responsible for Monitoring: Campus Administrators and ELAR Content Teachers</p>	Formative			Summative
	Dec	Feb	Apr	
Strategy 2 Details	Reviews			
<p>Strategy 2: Secondary ELAR teachers will meet to find strategies to address the ECR on STAAR, review data, and track student progress in conjunction with department goals.</p> <p>Strategy's Expected Result/Impact: The number of students receiving a rating greater than 5 on the ECR will increase.</p> <p>Staff Responsible for Monitoring: Campus Administrators and ELAR teachers.</p>	Formative			Summative
	Dec	Feb	Apr	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: Academic Achievement for ALL - PISD will inspire individual excellence through collaboratively building a safe, respectful, and inviting learning community where every student's story matters.

Performance Objective 2: By the end of the 2025-26 school year, 80% of students will meet their projected MATH growth goal as projected by NWEA Testing





Evaluation Data Sources: NWEA Reports, IXL Reports, and STAAR/EOC Math Scores (Meets)

Strategy 1 Details	Reviews			
<p>Strategy 1: Math teachers will participate in the Learning Acceleration Support Opportunites (LASO) to develop learning acceleration strategies through strategic planning and evaluating instructional materials.</p> <p>Strategy's Expected Result/Impact: Teachers will complete strategic planning and performance management to prioritize, launch, and improve learning acceleration strategies resulting in rigourous, high-quality instructional materials for students.</p> <p>Staff Responsible for Monitoring: Campus Administrators and Math Teachers</p>	Formative			Summative
	Dec	Feb	Apr	
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will utilize IXL to provided targeted instruction according to student need as demonstrated by BOY/MOY data and linked to NWEA results.</p> <p>Strategy's Expected Result/Impact: Students will increase in math performance monitored through NWEA Map testing data.</p> <p>Staff Responsible for Monitoring: Campus principals and Algebra 1 teacher (with Math Department)</p>	Formative			Summative
	Dec	Feb	Apr	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: Academic Achievement for ALL - PISD will inspire individual excellence through collaboratively building a safe, respectful, and inviting learning community where every student's story matters.

Performance Objective 3: The graduating class of 2026 will have 95% of students with CCMR completer status.





Evaluation Data Sources: CCMR Tracker for MOY and EOY PEIMS Data Reports, Program Tracker

Strategy 1 Details	Reviews			
<p>Strategy 1: Monthly CCMR Meetings</p> <p>Strategy's Expected Result/Impact: The monthly check-in meeting will allow a dedicated time to discuss relevant changes to the CCMR criterion, review the CCMR tracker, review and update CTE programs of study, and collectively approach campus obstacles as a team.</p> <p>Staff Responsible for Monitoring: Secondary Principal, High School Counselor, CCMR Specialist</p>	Formative			Summative
	Dec	Feb	Apr	
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue to seek additional OnRamps courses to add to the HS curriculum.</p> <p>Strategy's Expected Result/Impact: OnRamps classes will be available throughout the entire foundation program (ELAR, Math, Science, Social Studies).</p> <p>Staff Responsible for Monitoring: Principal, CCMR Specialist, OnRamps Teacher</p>	Formative			Summative
	Dec	Feb	Apr	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: Educating the WHOLE Child - PISD will support the whole student by providing them with rich opportunities. The district will provide effective professional development for staff which will support student growth in academics, conflict resolution, character building, and post high school career aspirations.

Performance Objective 1: Through CTE courses, PJSH will ensure that students are career ready by graduation by taking a coherent sequence of classes and successfully earning an industry-based certification.





Evaluation Data Sources: PEIMS Data Reports, CCMR Tracker, Course Guide, IBC Results

Strategy 1 Details	Reviews			
<p>Strategy 1: Continue implementation of increased CTE course opportunities in grades 6-8, including every 8th grader completing a principle level CTE class before beginning 9th grade.</p> <p>Strategy's Expected Result/Impact: More students will be able to complete a full CTE sequence and earn an industry based certification.</p> <p>Staff Responsible for Monitoring: Campus administrators, CCMR specialist, counselor</p>	Formative			Summative
	Dec	Feb	Apr	
Strategy 2 Details	Reviews			
<p>Strategy 2: PJSH will align CTE course sequences with industry based certification requirements by using high-quality certification-aligned curriculum, building student preparation into instruction, and providing teacher training and support.</p> <p>Strategy's Expected Result/Impact: More students will be involved in after school and extra-curricular activities.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Club Sponsors</p>	Formative			Summative
	Dec	Feb	Apr	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: Educating the WHOLE Child - PISD will support the whole student by providing them with rich opportunities. The district will provide effective professional development for staff which will support student growth in academics, conflict resolution, character building, and post high school career aspirations.

Performance Objective 2: Student growth in non-academic areas such as soft skills, character education, and student leadership opportunities are supported by PISD.





Evaluation Data Sources: Group sessions with the counselor, Monday character lessons, and increased leadership opportunities as measured by student surveys, AVID activities, and community partnerships.

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop events for Advisory that includes character lessons, counselor chats, student surveys, and student leadership opportunities.</p> <p>Strategy's Expected Result/Impact: Students will use Advisory as a campus resource.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Advisory Teachers</p>	Formative			Summative
	Dec	Feb	Apr	
Strategy 2 Details	Reviews			
<p>Strategy 2: Invite community and career professionals into the school to deliver training and presentations that build student skills, character, and leadership.</p> <p>Strategy's Expected Result/Impact: Students will be better prepared for life beyond high school through strengthened character, interpersonal skills, and career knowledge.</p> <p>Staff Responsible for Monitoring: Campus Administrators, AVID Teachers</p>	Formative			Summative
	Dec	Feb	Apr	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Human Capital - Cultivate an inclusive, positive, professional environment that supports, provides opportunities for growth and development, celebrates success, and empowers all employees.

Performance Objective 1: An intentional system of campus celebration will be developed, implemented, and visible throughout the school.





Evaluation Data Sources: Surveys, social media posts, visible displays throughout the school.

Strategy 1 Details	Reviews			
<p>Strategy 1: The campus will utilize Shark Shout Outs for students and staff, celebrate birthdays via display, publicize teacher credentials/colleges, and follow a designated calendar for group appreciation (custodians, IT, police, etc).</p> <p>Strategy's Expected Result/Impact: Teacher recruitment will be more effective and their subsequent teaching assignment will be more aligned to their certifications/strengths.</p> <p>Staff Responsible for Monitoring: Campus Administrators with Director of Administrative Services</p>	Formative			Summative
	Dec	Feb	Apr	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Human Capital - Cultivate an inclusive, positive, professional environment that supports, provides opportunities for growth and development, celebrates success, and empowers all employees.

Performance Objective 2: PISD will encourage stability and growth by focusing on employee professional development and retention.





Evaluation Data Sources: Documentation of meeting agendas, workshops, and PLCs.

Strategy 1 Details	Reviews			
<p>Strategy 1: The campus will support 0-5 year teachers through the district mentoring program, campus Rising Fins, and observations of veteran teachers.</p> <p>Strategy's Expected Result/Impact: Documentation of meeting agendas.</p> <p>Staff Responsible for Monitoring: Campus Administrators and Director Administrative Services</p>	Formative			Summative
	Dec	Feb	Apr	
Strategy 2 Details	Reviews			
<p>Strategy 2: The campus will support the district implementation of Teacher Incentive Allotment (TIA) through careful monitoring of MAP testing (NWEA) throughout the year and high fidelity T-Tess evaluations.</p> <p>Strategy's Expected Result/Impact: More teachers qualifying for a TIA bonus.</p>	Formative			Summative
	Dec	Feb	Apr	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Parent and Community Partnership - Palacios ISD will provide information and establish multilingual input and feedback avenues to build inclusive partnerships where all family and community members are actively involved.

Performance Objective 1: The campus will establish mechanisms for parent, community, and business involvement in the schools and encourages participation.





Evaluation Data Sources: Documentation of meetings/events with flyers, pictures, and sign-ins.

Strategy 1 Details	Reviews			
<p>Strategy 1: Scheduled Campus Improvement Meetings, PJSH Career Fair, Secondary Club Night, FAFSA Night, AVID Family Nights, Senior Parent Seminars, Campus Peek Days, Dual Enrollment Parent Night, Group Travel Opportunities for Families (EF Tours), Veteran's Day Breakfast, Blood Drives, Graduation Activities and Baccalaureate, FFA Chili Supper and Banquet, Scholarship Ceremony, Athletic Banquet, Signing Day</p> <p>Strategy's Expected Result/Impact: Increase in parent involvement</p> <p>Staff Responsible for Monitoring: Campus Administrators, Club Sponsors, Athletic Director</p>	Formative			Summative
	Dec	Feb	Apr	
Strategy 2 Details	Reviews			
<p>Strategy 2: Intentional publication of campus activities via ParentSquare and Facebook.</p> <p>Strategy's Expected Result/Impact: Increased awareness of positive outcomes and opportunities for participation.</p>	Formative			Summative
	Dec	Feb	Apr	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Parent and Community Partnership - Palacios ISD will provide information and establish multilingual input and feedback avenues to build inclusive partnerships where all family and community members are actively involved.

Performance Objective 2: The campus partners with other governmental entities and community organizations to meet the needs of students and the community in a coordinated manner.

Evaluation Data Sources: Documentation of meetings/events with flyers, pictures, and sign-ins.

Strategy 1 Details	Reviews			
<p>Strategy 1: Secondary Campus will work with Community in Schools the Palacios Chamber of Commerce, Rotary Club, Matagorda County Economic Development Council, local businesses, and others to support and recognize students.</p> <p>Strategy's Expected Result/Impact: Increase in student recognition and opportunities to be visible in the community.</p> <p>Staff Responsible for Monitoring: Campus Administrators, CIS Staff, CTE Teachers</p>	Formative			Summative
	Dec	Feb	Apr	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				