Pearland Independent School District

District Improvement Plan

2025-2026

Accountability Rating: A

Board Approval Date: October 14, 2025

Mission Statement

In partnership with the community, families, and students, Pearland ISD prepares all learners to achieve their highest potential.

Vision

Empowering every learner with the knowledge, character, and confidence to thrive and lead in an ever-changing global society.

Core Beliefs

In Pearland ISD, We Believe...

Student thrive when they feel valued, empowered, and challenged to reach their highest potential.

Parents and family are essential partners in student success.

Staff are value-driven professionals who utilize data and innovative practices to inspire, education, and empower every student.

Campus Administrators are committed to prioritizing student growth, safety, and well-being of all.

The Superintendent and Central Office Staff lead with accessibility, vision, and a spirit of servant leadership.

The Board of Trustees operates as a collaborative, forward-thinking team, invested in the well-being and future of Pearland ISD.

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Goals

Revised/Approved: February 11, 2025

Goal 1: Pearland ISD will provide a safe and orderly environment by enforcing safety and security measures and training at all levels focused on prevention, mitigation, preparation, response, and recovery.

Performance Objective 1: By May 2026, Pearland ISD will increase the Student Safety Index Score from 90 to 91, as measured through a weighted composite model combining both subjective and objective indicators.

Evaluation Data Sources: Attendance Rates
Safety Drills and After-action Reports
Safety & Operations Campus Safety Checks
TEA Safety Audits
Review of Threat Assessments
Bullying Reports
ODS & Skyward Discipline Data
Non-Negotiable Campus Data
PBIS Universal Screener
Student Survey Data

Strategy 1 Details
Strategy 1: Provide and implement biannual safety training, drills, after action reviews, annual TEA Safety Audit, and on going PISD Safety Audits. **Strategy's Expected Result/Impact:** Increase student safety score through monitoring and implementation. **Staff Responsible for Monitoring:** PISD Safety Department

Strategy 2 Details
Strategy 2: 100% of campus administrators and counselors will be trained in threat assessments and emergency procedures. **Strategy's Expected Result/Impact:** Increased student safety and campus administrator and counselor preparedness. (Measured annually through training agendas and attendance). **Staff Responsible for Monitoring:** Executive Director of Safe and Secure Schools

Goal 1: Pearland ISD will provide a safe and orderly environment by enforcing safety and security measures and training at all levels focused on prevention, mitigation, preparation, response, and recovery.

Performance Objective 2: By May 2026, 100% of Pearland iSD campuses will meet or exceed state safety requirements as verified through TEA Safety Audits.

Evaluation Data Sources: Safety & Operations Campus Safety Checks
TEA Safety Audits

Strategy 1 Details
Strategy 1: Assess and implement facility upgrades so that all campuses are safe and secure for students. **Strategy's Expected Result/Impact:** 100% Compliance with Campus Safety Checks (ongoing) and TEA Safety Audits (measured annually). **Staff Responsible for Monitoring:** Executive Director of Safe and Secure Schools

Goal 1: Pearland ISD will provide a safe and orderly environment by enforcing safety and security measures and training at all levels focused on prevention, mitigation, preparation, response, and recovery.

Performance Objective 3: By May 2026, 100% of Pearland ISD staff will receive annual medical response training appropriate to their position as verified through training logs.

Evaluation Data Sources: Medical Response Training logs

Strategy 1 Details
Strategy 1: Conduct two emergency response drills annually at 100% of campuses. **Strategy's Expected Result/Impact:** Completion of all trainings, drills and debrief. **Staff Responsible for Monitoring:** Health Services Coordinator
Strategy 2 Details
Strategy 2: Secure district-wide Heart Safe Designation annually in collaboration with Texas Children's Hospital and Project Adam. **Strategy's Expected Result/Impact:** Increase staff preparedness and response to medical emergency events. **Staff Responsible for Monitoring:** School Nurse, Health Services Coordinator
Strategy 3 Details
Strategy 3: Achieve 100% CPR/First Aid/AED and Stop the Bleed certification for Health Services annually. **Strategy's Expected Result/Impact:** 100% of Health Services staff trained, tracked through quarterly reports. **Staff Responsible for Monitoring:** Health Services Coordinator

Goal 2: Pearland ISD will continue to make quality instruction and academic performance a top priority.

Performance Objective 1: Pearland ISD will provide a guaranteed viable curriculum. For the 2025-2026 school year, 74% of the core content subjects will implement the revised viable curriculum to include the 7 components and differentiated supports, with additional core content subjects in development in order to meet the goal of 100% by May 2029.

Evaluation Data Sources: BOY Audit of TEKS Alignment for Core Content
BOY Audit of 7 Key Components in Core Content Curriculum Documents

Strategy 1 Details
Strategy 1: Core content teachers will receive curriculum documents that include the 7 components and differentiated supports. **Strategy's Expected Result/Impact:** Revised curriculum frameworks that include the 7 components and differentiated supports will be posted in curriculum management system for teachers. **Staff Responsible for Monitoring:** Directors of Curriculum and Instruction, Assistant Superintendent of Instructional Programs.

Strategy 2 Details
Strategy 2: Teachers will be trained on effective planning and implementation of the newly revised curriculum documents. These documents will incorporate the seven essential components and provide differentiated supports to meet diverse student needs. **Strategy's Expected Result/Impact:** Teachers will effectively implement the revised curriculum documents that include the 7 components and differentiated supports for their classroom instruction as evidenced by teacher lesson plans, classroom walkthroughs, purposeful planning meeting notes. **Staff Responsible for Monitoring:** Directors of Curriculum and Instruction, Assistant Superintendent of Instructional Programs.

Strategy 3 Details
Strategy 3: Provide support structures to assist teachers in implementing the curriculum effectively and addressing diverse student needs **Strategy's Expected Result/Impact:** Teachers will implement the curriculum effectively as evidenced by teacher lesson plans, classroom walkthroughs, and student academic performance data. The academic performance of diverse student groups such as EB, Sped, African-American, and At-risk, will improve as evidenced by district common assessments, district benchmarks, STAAR Simulations, and 2026 STAAR Results. **Staff Responsible for Monitoring:** Directors of Curriculum & Instruction, Coordinator of Professional Learning

Goal 2: Pearland ISD will continue to make quality instruction and academic performance a top priority.

Performance Objective 2: Pearland ISD will increase the aggregate scores for all students on Grade 3-8 STAAR and STAAR EOC from 68% to 72% Meets.

Evaluation Data Sources: Grade 3-8 STAAR
STAAR EOC

Strategy 1 Details
Strategy 1: Provide training for teachers on effective instructional strategies, data-driven decision-making, and differentiated instruction to support diverse learners. Offer professional learning focused on analyzing student data to inform teaching practices. **Strategy's Expected Result/Impact:** Improve STAAR performance for all learners. Improve STAAR performance for Emergent Bilinguals, Special Education, and African-American students as focus student groups. District Benchmark results in all tested areas and grade levels, including focus student groups, will be reviewed quarterly. STAAR Simulation results in all tested areas and grade levels, including focus student groups, will be reviewed in February/March. **Staff Responsible for Monitoring:** Assistant Superintendent of Curriculum and Instruction
Strategy 2 Details
Strategy 2: Implement interventions for students/student groups who are at-risk of not being successful on STAAR at the Meets level based on performance data disaggregation. **Strategy's Expected Result/Impact:** Student STAAR performance will increase at the Meets Level **Staff Responsible for Monitoring:** Directors of Curriculum & Instruction, Assistant Superintendent of Curriculum & Instruction, Executive Director of Special Programs
Strategy 3 Details
Strategy 3: Teachers will attend Collaborative Learning Meetings (CLM) where teachers can collaborate, share strategies, analyze student data, and discuss instructional practices to enhance student learning. **Staff Responsible for Monitoring:** Directors of Curriculum and Instruction
Strategy 4 Details
Strategy 4: Provide supplemental resources for K-12 science instruction to increase STAAR Science success. **Strategy's Expected Result/Impact:** Increased student performance on district science assessments (measured quarterly) Increased student performance on STAAR Science at grades 5, 8 and Biology EOC (measured annually, EOY) **Staff Responsible for Monitoring:** Directors of Curriculum & Instruction, Assistant Superintendent of Curriculum & Instruction,

Strategy 5 Details

Strategy 5: Provide supplemental resources for high quality assessments aligned to STAAR.

Strategy's Expected Result/Impact: District assessments will increase alignment to STAAR; student performance on district assessments should be predictive of STAAR performance

Staff Responsible for Monitoring: Directors of Curriculum & Instruction, Assistant Superintendent of Curriculum & Instruction

Strategy 6 Details

Strategy 6: Provide teacher training to equip teachers to meet the needs of students receiving special education services including professional development on multi-level instruction, scaffolded supports, and implementing accommodations and modifications.

Strategy's Expected Result/Impact: Teachers strengthen skills in differentiating instruction, resulting in greater student engagement, access to curriculum, and improved achievement for students receiving special education services as measured by classroom walkthroughs, PDAS Observations, and student performance on district and state assessments.

Staff Responsible for Monitoring: Executive Director of Special Programs; Assistant Superintendent of Educational Services

Results Driven Accountability

Goal 2: Pearland ISD will continue to make quality instruction and academic performance a top priority.

Performance Objective 3: Pearland ISD students will increase their STAAR Reading annual growth performance from 75% to 78%.

Evaluation Data Sources: Grade 3-8 STAAR RLA
STAAR RLA EOC I and II
District Reading Language Arts Benchmarks and STAAR Simulations

Strategy 1 Details
Strategy 1: Implement interventions for students/student groups who are at-risk of not making growth on STAAR Reading Language Arts assessments based on performance data disaggregation. **Strategy's Expected Result/Impact:** Increased student performance on STAAR Reading Language Arts assessments Increased student performance on district benchmarks **Staff Responsible for Monitoring:** Directors of Curriculum and Instruction, Assistant Superintendent of Curriculum and Instruction

Goal 2: Pearland ISD will continue to make quality instruction and academic performance a top priority.

Performance Objective 4: Pearland ISD will increase from 71% to 74% in annual growth for STAAR Math.

Evaluation Data Sources: Grades 3-8 and Algebra EOC

Strategy 1 Details
Strategy 1: Provide and implement tiered intervention programs that provide additional support for students who are not showing growth for math. **Strategy's Expected Result/Impact:** Students receiving support will meet Student Growth on Math STAAR (measured annually) Math performance improvement on District Math Benchmarks and i-Ready Diagnostic (measured quarterly) **Staff Responsible for Monitoring:** Assistant Superintendent of Curriculum and Instruction
Strategy 2 Details
Strategy 2: Teachers will utilize engaging and interactive supplemental resources and curriculum materials that align with STAAR Math standards, including technology-based, vertical learning resources and hands-on resources. **Strategy's Expected Result/Impact:** Student achievement will increase on district and STAAR math assessments (measured quarterly). **Staff Responsible for Monitoring:** Directors of Curriculum and Instruction
Strategy 3 Details
Strategy 3: Provide targeted training for teachers on effective math instructional strategies, including differentiated instruction and the use of manipulatives and engaging resources. **Strategy's Expected Result/Impact:** Teachers will implement the intervention lessons effectively as evidenced by teacher lesson plans, classroom walkthroughs, and student academic performance data. Student performance will improve on district math assessments and STAAR Math assessments (measured quarterly). **Staff Responsible for Monitoring:** Directors of Curriculum and Instruction
Strategy 4 Details
Strategy 4: Provide supplemental instructional materials as learning supports for students in math grades 6-12 as part of a well-rounded education in STEM subjects. **Strategy's Expected Result/Impact:** The percent of students demonstrating growth on Gr 6 STAAR Math through Alg 1 EOC STAAR will increase from XY% to Z%. **Staff Responsible for Monitoring:** Directors of Curriculum & Instruction
Strategy 5 Details
Strategy 5: Provide supplemental resources to support Well-Rounded Education. **Staff Responsible for Monitoring:** Directors of Curriculum and Instruction

Goal 2: Pearland ISD will continue to make quality instruction and academic performance a top priority.

Performance Objective 5: Pearland ISD will, at a minimum, maintain College, Career, and Military (CCMR) performance at 95%.

Evaluation Data Sources: TAPR CCMR data,

Strategy 1 Details
Strategy 1: Pearland ISD High Schools will implement the Texas College Bridge program for specific seniors. **Staff Responsible for Monitoring:** High School Campus Principals, Director of Secondary Instruction, and Deputy Superintendent
Strategy 2 Details
Strategy 2: Provide CTE teachers with curriculum aligned to TEKS standards, along with access to career and industry-based training opportunities to enhance instructional quality and industry relevance. **Strategy's Expected Result/Impact:** Classroom instruction that increases student learning and certification results (student certification testing throughout the year, results evaluated annually) **Staff Responsible for Monitoring:** CTE Administration
Strategy 3 Details
Strategy 3: Provide students with opportunities to obtain industry-recognized certifications and/or licenses aligned with their declared program of study. **Strategy's Expected Result/Impact:** Increased numbers of students completing Programs of Study (measured annually) Increased numbers of students earning industry-based certifications (measured annually) **Staff Responsible for Monitoring:** CTE Administration

Goal 2: Pearland ISD will continue to make quality instruction and academic performance a top priority.

Performance Objective 6: By June 2026, Pearland ISD will increase and maintain staff retention rates from 85% to 87%, with a focus on teacher retention rates.

Evaluation Data Sources: Resignation data (evaluated twice a year)

Strategy 1 Details
Strategy 1: Review employee exit surveys. **Strategy's Expected Result/Impact:** Gain insight at to why teachers leave the district (quarterly). **Staff Responsible for Monitoring:** Director of HRS

Goal 2: Pearland ISD will continue to make quality instruction and academic performance a top priority.

Performance Objective 7: By June 2026, Pearland ISD will increase comprehensive training opportunities from 25% to 50% for all employee groups.

Evaluation Data Sources: Eduphoria registration data, meeting agendas

Strategy 1 Details
Strategy 1: Collaborate with and observe campus and district administrators to determine areas of growth. **Strategy's Expected Result/Impact:** Offer training opportunities to address identified deficits (ongoing). **Staff Responsible for Monitoring:** Director of HRS

Goal 3: Pearland ISD will provide for the physical and mental well-being of all students and staff.

Performance Objective 1: Pearland ISD will improve student behavior and management in order to increase student engagement and educational success and reduce discipline incidents.

Evaluation Data Sources: Climate Survey, Discipline Data

Strategy 1 Details
Strategy 1: Implement a district-wide Positive Behavior Intervention and Supports (PBIS) framework and reinforce behavior non-negotiables. **Strategy's Expected Result/Impact:** Reduced number of student discipline referrals (monitored each 9 weeks) Increasing number of students with positive responses to climate-survey feedback (BOY, EOY) **Staff Responsible for Monitoring:** Assistant Superintendent of Curriculum & Instruction, Assistant Superintendent of Educational Services, Deputy Superintendent

Strategy 2 Details
Strategy 2: Provide supplemental training and supports to better support student learning and behaviors. **Strategy's Expected Result/Impact:** Increased student attendance (measured quarterly) Decreased student referrals (measured each term) **Staff Responsible for Monitoring:** Director of Counseling and Guidance Services

Goal 3: Pearland ISD will provide for the physical and mental well-being of all students and staff.

Performance Objective 2: By May 2026, Pearland ISD will increase the student connection score from 62.3 to 64.3.

Evaluation Data Sources: Student Involvement Survey
Superintendent Student Survey
Attendance Rates
Review of Skyward Guidance Module
RISE Mentor & Mentee Surveys

Strategy 1 Details
Strategy 1: Provide a mental health training program to employees who regularly interact with students enrolled at the district designed to provide instruction to participants regarding the recognition and support of children and youth who experience a mental health or substance use issue that may pose a threat to school safety. **Strategy's Expected Result/Impact:** Students receive earlier identification and support for mental health and substance use concerns, leading to improved well-being, stronger connections with trusted adults, and greater readiness to learn. **Staff Responsible for Monitoring:** Director of Counseling & Guidance Services, Assistant Superintendent of Educational Services; Assistant Superintendent of Talent & Engagement

Strategy 2 Details
Strategy 2: Provide supplemental training and resources to Physical Education teachers on student-centered activities. **Strategy's Expected Result/Impact:** Increase student success in Physical Education. **Staff Responsible for Monitoring:** Assistant Director of Athletics

Goal 3: Pearland ISD will provide for the physical and mental well-being of all students and staff.

Performance Objective 3: By May 2026 Pearland ISD will reduce the percentage of students who report experiencing or witnessing bullying from a combined baseline of 66% to 62%.

Evaluation Data Sources: Superintendent Student Survey
Safety Drills and After-action Reports
Safety & Operations Campus Safety Checks
TEA Safety Audits
Review of Threat Assessments
Bullying Reports
Review of Skyward Guidance Module
ODS & Skyward Discipline Data

Strategy 1 Details
Strategy 1: Provide training to staff and students on mitigating bullying behaviors. **Strategy's Expected Result/Impact:** Decrease in number of bullying incidents. Increases in student sense of safety and security on campus. **Staff Responsible for Monitoring:** Executive Director of Safe and Secure Schools, Assistant Superintendent of Educational Services

Goal 3: Pearland ISD will provide for the physical and mental well-being of all students and staff.

Performance Objective 4: By May 2026, Pearland ISD will increase the student attendance rate from 95.6% to 96%.

Evaluation Data Sources: Attendance Rates

Strategy 1 Details
Strategy 1: Monitor communicable diseases and respond to minimize spread. **Strategy's Expected Result/Impact:** Increase student attendance. **Staff Responsible for Monitoring:** School Nurse

Strategy 2 Details
Strategy 2: Monitor state-required immunizations and promote compliance. **Strategy's Expected Result/Impact:** Monthly immunization audits to achieve 95% compliance annually. Maintain exemption rates at less than 5% annually. Provide opportunities for vaccination during district enrollment event with a goal of 90% of eligible students being vaccinated. **Staff Responsible for Monitoring:** School Nurse

Strategy 3 Details
Strategy 3: Provide supports to MV students to reduce barriers to attendance and academic success. **Strategy's Expected Result/Impact:** Increased attendance by MV students (monitored weekly) Increased grade-level promotion for grade 9 MV students (monitored at semester) Increased academic classroom performance (monitored weekly) **Staff Responsible for Monitoring:** Homeless Liaison, Director of Outreach & Attendance, Assistant Superintendent of Educational Services

Strategy 4 Details
Strategy 4: Create a comprehensive culture of attendance and engagement for all students. **Strategy's Expected Result/Impact:** Maintain or decrease chronic absenteeism rates annually, with disaggregated data reviews by student subgroup and targeted interventions implemented each semester. Maintain or increase attendance by at least 3% among students receiving targeted support each grading period, using AttendTrack or equivalent system for tracking. Maintain a graduation rate of 99% or higher annually. **Staff Responsible for Monitoring:** Campus Leadership Team, Assistant Principals, Principals, Counselors, Attendance Officers, Director of Outreach & Attendance,

Strategy 5 Details
Strategy 5: Provide activities for Pearland High School to reduce truancy in students at-risk for high absences. **Strategy's Expected Result/Impact:** Increase student attendance. Decrease numbers of students referred for Truancy. **Staff Responsible for Monitoring:** Director of Outreach Services, Assistant Superintendent of Educational Services

Goal 3: Pearland ISD will provide for the physical and mental well-being of all students and staff.

Performance Objective 5: By May 2026, Pearland ISD will provide activities to build relationships with parents and families and increase their capacity to support their students at school.

Evaluation Data Sources: Attendance Rosters (monitored quarterly)
Parent Event Evaluations (monitored quarterly)

Strategy 1 Details
Strategy 1: Provide training and support to Title I campuses on Title I Parent and Family Engagement (PFE) best practices and requirements. **Strategy's Expected Result/Impact:** Increased effectiveness of and compliance with Title I PFE (reviewed semi-annually). **Staff Responsible for Monitoring:** Administrator of Federal Programs and Grants, Directors of Curriculum and Instruction
Strategy 2 Details
Strategy 2: Provide translation resources for parent newsletters. **Strategy's Expected Result/Impact:** Increased parent awareness of campus and district newsletters (measured quarterly) **Staff Responsible for Monitoring:** Administrator of Federal Programs and Grants, Directors of Curriculum and Instruction
Strategy 3 Details
Strategy 3: Provide collaboration with the early childhood program Head Start. **Strategy's Expected Result/Impact:** Improve transition between early childhood programs and schools (reviewed annually) **Staff Responsible for Monitoring:** Director of Elementary Instruction

Goal 4: Pearland ISD will deliver a transparent communication system that fosters trust and enhances unity across the district and community.

Performance Objective 1: By June 2026, Pearland ISD will increase and maintain business and community partnerships, going from 18 to 35 partnerships.

Evaluation Data Sources: Number of partnerships, data in donor software

Strategy 1 Details
Strategy 1: Maintain or increase the active donor base annually. **Strategy's Expected Result/Impact:** 3-15% increase in donors each year **Staff Responsible for Monitoring:** Director of Communications

Goal 4: Pearland ISD will deliver a transparent communication system that fosters trust and enhances unity across the district and community.

Performance Objective 2: By June 2026, Pearland ISD will increase communication accessibility for all major publications, going from 70% to 85%.

Evaluation Data Sources: Finalsite/Web reports, District-Wide Skyward Emails

Strategy 1 Details
Strategy 1: Improve transparency & accessibility in district-wide communications. **Strategy's Expected Result/Impact:** Increase accessibility, multilingual and clarity standards for all major district-wide communications. **Staff Responsible for Monitoring:** Director of Communications

Goal 5: Pearland ISD will strategically maximize financial assets to provide resources to meet student needs in partnership with families and the community.

Performance Objective 1: For the 2025-2026 school year, Pearland ISD will maintain or increase its financial sustainability.

Evaluation Data Sources: 25-26 Annual Financial Statement

Strategy 1 Details
Strategy 1: Conduct efficiency audit of systems and procedures. **Strategy's Expected Result/Impact:** Maintaining a healthy fund balance (quarterly). Maintaining a 95-day fund balance (annually). **Staff Responsible for Monitoring:** Chief Financial Officer
Strategy 2 Details
Strategy 2: Provide training to staff on relevant policies and procedures. **Strategy's Expected Result/Impact:** Improve staff's financial management skills. Maintain a Superior "A" rating on the annual FIRST (Financial Integrity Rating System of Texas) (annual). **Staff Responsible for Monitoring:** Chief Financial Officer
Strategy 3 Details
Strategy 3: Implement systems to mitigate risks and non-compliance. **Strategy's Expected Result/Impact:** Lower district risk assessment rating (annual). Increase competitiveness for state and federal grants (periodic). Increased debt management and repayment capacity (annual). Maintain "Unmodified" audit opinion (annual). **Staff Responsible for Monitoring:** Chief Financial Officer, Director of Accounting

Goal 5: Pearland ISD will strategically maximize financial assets to provide resources to meet student needs in partnership with families and the community.

Performance Objective 2: For the 2025-2026 school year, Pearland ISD will increase its financial transparency.

Evaluation Data Sources: Survey Data

Strategy 1 Details
Strategy 1: Align the annual budget with District's strategic priorities. **Strategy's Expected Result/Impact:** Timely posting and public access to financial reports. **Staff Responsible for Monitoring:** Director of Accounting, Director of Finance, Chief Financial Officer

Strategy 2 Details
Strategy 2: Establish a baseline for transparency. **Staff Responsible for Monitoring:** Director of Accounting, Director of Finance, Chief Financial Officer

Goal 5: Pearland ISD will strategically maximize financial assets to provide resources to meet student needs in partnership with families and the community.

Performance Objective 3: For the 2025-2026 school year, Pearland ISD will improve our systematic long-range facility planning and management.

Evaluation Data Sources: Board reports on completion rates on capital renewal and bond projects.

Strategy 1 Details
Strategy 1: Provide a process and structure for long-range facility planning and management. **Strategy's Expected Result/Impact:** None **Staff Responsible for Monitoring:** Director of Accounting, Director of Finance, Chief Financial Officer