

Tolar Independent School District

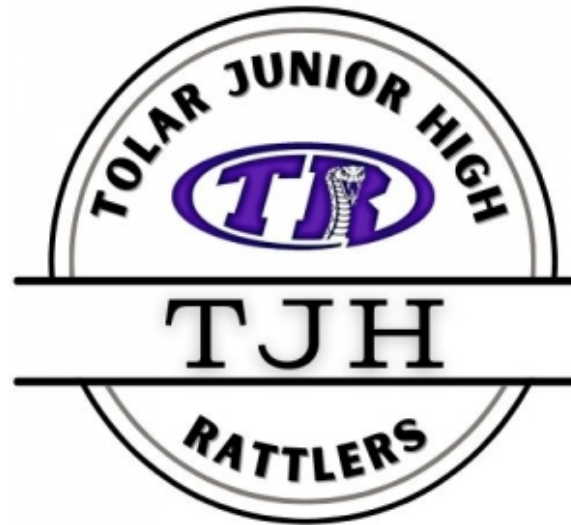
Tolar Junior High

2025-2026 Campus Improvement Plan

Accountability Rating: B

Distinction Designation

Academic Achievement in Mathematics
Top 25 Percent: Comparative Closing the Gaps



Board Approval Date: October 20, 2025
Public Presentation Date: October 20, 2025

Mission Statement

The mission of the Tolar Independent School District, in partnership with the community, is to provide knowledge and skills for our students so they will be positive thinkers, hard workers, and problem-solvers who contribute constructively to society.

Vision

Building tomorrow's leaders through education with pride in country, school, and self.

Value Statement

We believe all students can learn when provided an environment of innovation and excellence.

We believe that all stakeholders form a vital partnership in the educational process.

We believe that students should be taught the value of service, honor, and patriotism.

We believe an environment that builds students of integrity and character is essential.

We believe a safe and nurturing environment is critical to student success.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Total Enrollment -

Total - 219

White - 211 (96.3%)

Black/African American - 8 (3.6%)

Asian - 1(1%)

American Indian - 5 (2.5%)

Bilingual/ELL - 0 (0%)

Special Education - 13.2%

Economically Disadvantaged - 101(46 %)

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Eco. Dis. as a whole under performs when compared to the General population of students.

Root Cause: Lack of consistent progress monitoring and remediation during the school year

Priority Problem Statements

Problem Statement 1: Eco. Dis. as a whole under performs when compared to the General population of students.

Root Cause 1: Lack of consistent progress monitoring and remediation during the school year

Problem Statement 1 Areas: Demographics

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Student Achievement Domain
- Student Progress Domain

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- Local benchmark or common assessments data
- State-developed online interim assessments

Student Data: Student Groups

- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Dyslexia data

Goals

Goal 1: Student Achievement - The district will create and maintain a culture of high expectations in student performance through best practices and aligned curriculum and resources.

Performance Objective 1: 65% of all students will achieve growth in math and reading in grades 4-10 as measured by end of year STAAR assessments. (Strategic Success Measure: 100% by 2026)

HB3 Goal





District Indicators:

1.1 Achieve Highest Academic Rating for District

Evaluation Data Sources: STAAR

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will take a MAP baseline assessment, mid-year assessment, and an end of year assessment to demonstrate growth in math and reading. Assessment results will guide remediation groups for WIN period.</p> <p>Strategy's Expected Result/Impact: Monitor student growth in math and reading and remediate through WIN when necessary. This allows for consistent measure of student growth in both math and reading.</p> <p>Staff Responsible for Monitoring: Principal/Teachers</p>	Formative			Summative
	Jan	May	July	
Strategy 2 Details	Reviews			
<p>Strategy 2: Students will use intervention time once per week to check grades and create an emails to communicate academic goals with their parents (ie. missing work, and grades). Students will also collaborate with intervention teacher to ensure goal setting and communication is effective.</p> <p>Strategy's Expected Result/Impact: The communication with parents establishes a student centered life skill of communication and accountability.</p> <p>Staff Responsible for Monitoring: Principal/Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
	Jan	May	July	

Strategy 3 Details	Reviews			
<p>Strategy 3: Student's which scored 60% or higher in Reading and Math STAAR have been placed in Honors Courses to provide more rigorous curriculum.</p> <p>Strategy's Expected Result/Impact: To increase growth from this student group.</p> <p>Staff Responsible for Monitoring: Principal/Teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Jan	May	July	
Strategy 4 Details	Reviews			
<p>Strategy 4: Students attendance awards will be given at the end of each six weeks. Students with perfect attendance receives a free homework pass per six weeks.</p> <p>Strategy's Expected Result/Impact: Increase campus attendance.</p> <p>Staff Responsible for Monitoring: Principal/Teachers/Secretary</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Jan	May	July	
Strategy 5 Details	Reviews			
<p>Strategy 5: Grade level attendance wars. The grade level with the highest attendance will be given a reward during WIN period.</p> <p>Strategy's Expected Result/Impact: Increase campus attendance</p> <p>Staff Responsible for Monitoring: Principal/Teachers/Secretary</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Jan	May	July	





Strategy 6 Details	Reviews			
<p>Strategy 6: All students will receive an extra math intervention period to address learning gaps, builds foundational skills, and supports grade-level mastery.</p> <p>Strategy's Expected Result/Impact: To accelerate academic growth, improve math proficiency, and prepare students for success in high school mathematics.</p> <p>Staff Responsible for Monitoring: Math Interventionist/Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Jan	May	July	
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Goal 1: Student Achievement - The district will create and maintain a culture of high expectations in student performance through best practices and aligned curriculum and resources.

Performance Objective 2: Economically Disadvantaged students will perform within 10 percentage points of All Students in all categories (Approaches, Meets, & Masters) of subject area STAAR assessments.
(Strategic Success Measure: 100% by 2026)

HB3 Goal





Evaluation Data Sources: STAAR

Strategy 1 Details	Reviews			
<p>Strategy 1: Six weeks TEKS based assessments will be given in our tested areas. This data will be broken down by sub pop groups using grade level data sheets provided to teachers. Eco Dis. population will be examined and referred to small groups during WIN for remediation.</p> <p>Strategy's Expected Result/Impact: Students that are not making adequate growth will be noticed and referred to remediation.</p> <p>Staff Responsible for Monitoring: Teacher/Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Jan	May	July	
Strategy 2 Details	Reviews			
<p>Strategy 2: Students will receive 20 minutes of sustained reading daily. Each student will gain 30 minutes a week for each core content during WIN as an extension of content or review.</p> <p>Strategy's Expected Result/Impact: This will allow all students to work on all four core subjects, but specifically allow the Eco. Dis Population dedicated time to improve.</p> <p>Staff Responsible for Monitoring: Principal/Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Jan	May	July	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: Student Achievement - The district will create and maintain a culture of high expectations in student performance through best practices and aligned curriculum and resources.

Performance Objective 3: 90% of students in grades 7-12 will be involved in at least one extra-curricular or co-curricular activity.
 (Strategic Success Measure: 100% by 2026)





Evaluation Data Sources: List of clubs and activities by campus and then by student name

Strategy 1 Details	Reviews			
<p>Strategy 1: TJH will implement an activity time four times per year. Students will have the opportunity to select an activity that interests them.</p> <p>Strategy's Expected Result/Impact: Students will have the opportunity to interact with other students that share similar interests and create new relationships. Students that are connected to the school are more likely to show growth in content areas.</p> <p>Staff Responsible for Monitoring: Principal/Counselor/Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Jan	May	July	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: Quality Teaching, Administrative, and Support Staff - The district will recruit, retain, and support highly effective educators by maintaining a nurturing, positive, and professional environment based on continuous improvement.

Performance Objective 1: Meet or exceed 90% retention rate in each position category (teacher, non-teaching professional, paraprofessional and auxiliary). (Strategic Success Measure: 90% by 2026)

Evaluation Data Sources: Exit and Stay Interview Results
Retention Data
New Hire Data
Shared Staff Schedules

Strategy 1 Details	Reviews			
<p>Strategy 1: Institute teacher appreciation gifts and treats, such as delivering donuts, drinks, and snacks to teachers at least two times per month, staff birthday luncheons, and parent provided luncheon once a six weeks.</p> <p>Strategy's Expected Result/Impact: Teachers will feel valued and appreciated</p> <p>Staff Responsible for Monitoring: Prinsipal/Counselor</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Jan	May	July	
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide each certified teacher with growth opportunities through two documented walkthroughs with feedback on performance.</p> <p>Strategy's Expected Result/Impact: Teachers will feel more comfortable in their craft and feel supported to try new methods that will have a positive impact on student achievement</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Jan	May	July	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: Quality Teaching, Administrative, and Support Staff - The district will recruit, retain, and support highly effective educators by maintaining a nurturing, positive, and professional environment based on continuous improvement.

Performance Objective 2: 100% of professionals will implement an aligned standards-based curriculum using HQIM in all core subjects.
(Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: Professional Development Reports
Local Assessment Results
STAAR Results

Goal 2: Quality Teaching, Administrative, and Support Staff - The district will recruit, retain, and support highly effective educators by maintaining a nurturing, positive, and professional environment based on continuous improvement.

Performance Objective 3: 100% of professional staff will be provided embedded and direct professional development opportunities aligned to the district strategic plan.

(Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: District and campus professional development plans/agendas
Campus, department and/or district professional development evaluation tools
Employee survey data

Goal 3: Enduring Relationships with Stakeholders - The district will develop continuity and communication throughout the district with aligned systems, processes, and partnerships.





Performance Objective 1: 90% or more of survey respondents will assign the district a positive rating on the annual district survey (parents, staff and students).

(Strategic Success Measure: 90% by 2026)

Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
<p>Strategy 1: TJH will implement a student survey in the Fall semester, prior to the district survey to allow for time to remediate issues that students may be facing.</p> <p>Strategy's Expected Result/Impact: Students will have more positive view of their school.</p> <p>Staff Responsible for Monitoring: Principal/Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Jan	May	July	
Strategy 2 Details	Reviews			
<p>Strategy 2: TJH communications with all stakeholders will be delivered in a variety of media (social media, text, app, email, parent square etc.)</p> <p>Strategy's Expected Result/Impact: The more parents are informed the more likely they will be more likely to give the district a positive rating.</p> <p>Staff Responsible for Monitoring: Principal/Teachers/Counselor</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Jan	May	July	





Strategy 3 Details	Reviews			
<p>Strategy 3: Students will use intervention time once per week to check grades and create an emails to communicate academic goals with their parents (ie. missing work, and grades). Students will also collaborate with intervention teacher to ensure goal setting and communication is effective.</p> <p>Strategy's Expected Result/Impact: The more parents are informed the more likely they will be more likely to give the district a positive rating.</p> <p>Staff Responsible for Monitoring: Principal/Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 3: Enduring Relationships with Stakeholders - The district will develop continuity and communication throughout the district with aligned systems, processes, and partnerships.

Performance Objective 2: All campuses will increase parental involvement by providing multiple opportunities for parents and stakeholders to participate in activities.

Evaluation Data Sources: Sign-in sheets
 Survey results
 Yearly plan of events





Strategy 1 Details	Reviews			
<p>Strategy 1: TJH communications will be delivered in a variety of media (social media, text, app, email, parent square etc.)</p> <p>Strategy's Expected Result/Impact: The more parents are informed the more likely they will be to participate in district activities.</p> <p>Staff Responsible for Monitoring: Principal/Teachers/Counselor</p>	Formative			Summative
	Jan	May	July	
Strategy 2 Details	Reviews			
<p>Strategy 2: TJH will implement a Teacher Merit Award at the twice per semester.</p> <p>Strategy's Expected Result/Impact: Invite parents to a small awards assembly before school for donuts and coffee to showcase the good things achieved by the selected student. This will invite more parents onto campus to establish more positive relationships with stakeholders.</p> <p>Staff Responsible for Monitoring: Principal/Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Jan	May	July	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Facilities and Resources - The district will plan for the effective use of resources including upgrading facilities with the future in mind.

Goal 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.

Performance Objective 1: 100% of campuses and other district facilities complete all emergency drills within designated time-lines.
 (Strategic Success Measure: 100% by 2026)





Evaluation Data Sources: Drill logs
 Training certificates
 Emergency operations plan

Strategy 1 Details	Reviews			
Strategy 1: All drills will be completed and logged into the Crisis Go app. Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Jan	May	July	
<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>				

Goal 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.

Performance Objective 2: 100% of the required safety audits are completed and items remedied within designated time-lines.
 (Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: Training certificates
 Inspection logs

Strategy 1 Details	Reviews			
Strategy 1: Daily door checks will be completed to ensure student safety. Staff Responsible for Monitoring: Principal ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Jan	May	July	
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.

Performance Objective 3: 100% of state mandated student safety and welfare training is provided to appropriate staff.
(Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: Training certificates and documentation, discipline referrals

Goal 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.





Performance Objective 4: On the annual survey 100% of respondents will indicate they or their student(s) feel safe at Tolar ISD.
(Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: Survey results
Campus safety plans

Goal 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.

Performance Objective 5: 100% of campuses will have access to mental health/counseling resources to support student well-being.
(Strategic Success Measure: 100% by 2026)





Evaluation Data Sources: Student survey results
District expectations
Campus plans for student support

Strategy 1 Details	Reviews			
<p>Strategy 1: TJH will maintain a full time counselor that will provide a beginning of the year orientation to outline the counseling services available to our students. Staff Responsible for Monitoring: Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Jan	May	July	
Strategy 2 Details	Reviews			
<p>Strategy 2: Counselor will be available for small group sessions, individual sessions on an as needed basis. Counselor will also pull at risk student groups for Private lunch sessions in her office. Staff Responsible for Monitoring: Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Jan	May	July	
Strategy 3 Details	Reviews			
<p>Strategy 3: Counselor will contact and facilitate Grade Level sessions with the Paluxy Children's Advocacy Center. The lesson will be titled "Internet Safety, and Healthy Relationships" Staff Responsible for Monitoring: Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Jan	May	July	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.

Performance Objective 6: 100% of students will receive instruction in character education annually.
 (Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: District expectations
 Campus plans





Strategy 1 Details	Reviews			
<p>Strategy 1: Students will receive monthly Character Education Life Skills Training lessons facilitated by the Counselor and Principal.</p> <p>Staff Responsible for Monitoring: Principal/Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Jan	May	July	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.

Performance Objective 7: 100% of students will participate in a service project annually.
 (Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: Student survey results
 Campus service project plan

Strategy 1 Details	Reviews			
<p>Strategy 1: One service project benefiting the local community will be conducted annually by grade level. Student council will organize the effort supported by grade level teachers and administration.</p> <p>Strategy's Expected Result/Impact: Students are able to actively support their community and learn the valuable lesson of service to others.</p> <p>Staff Responsible for Monitoring: Principal/Counselor</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Jan	May	July	

 No Progress
  Accomplished
  Continue/Modify
  Discontinue