

Anna Independent School District

L. Dow Hendricks Elementary

2025-2026 Goals/Performance Objectives/Strategies



Mission Statement

To empower all students to grow academically and personally by living out honesty, empathy, respect, ownership, effort, and self-control.

Vision

Hendricks Elementary will provide an environment that fosters academic growth, personal responsibility, and character development through honesty, empathy, respect, ownership, effort, and self-control.

Value Statement

At Hendricks Elementary, we live by our core values — Honesty, Empathy, Respect, Ownership, Effort, and Self-Control. These guide how we learn, work, and treat one another each day. By modeling these values, we create a safe, supportive, and inspiring environment where all students can grow academically and personally.

Table of Contents

Goals 4

Goal 1: Safety: Anna ISD will provide a positive and safe environment for ALL students and staff. 4

Goal 2: Accountability: Anna ISD will uphold or improve accountability ratings at each campus and for the district overall. 8

Goal 3: Culture: Anna ISD will preserve traditions while enhancing the overall culture of the district. 17





Goal 4: Community: Anna ISD will foster a supportive relationship with the community, dedicated to the achievement of our district goals and the utilization of effective communication. 19

Goals

Goal 1: Safety: Anna ISD will provide a positive and safe environment for ALL students and staff.

Performance Objective 1: Hendricks Elementary students are given the opportunity to participate in a Social/Emotional Learning program that has a positive impact on academic performance, mental health and healthy peer relationships.

Evaluation Data Sources: Discipline Referrals
Counseling Logs
Second Step Lessons

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|------|-----------|
| Strategy 1: Classroom teachers and the school counselor will provide consistent guidance lessons through the 2nd Step Curriculum for all Prekindergarten-5th grade students. Strategy's Expected Result/Impact: Student access to social emotional learning framework will support learner preparedness, conflict resolution, self-regulation behaviors and relationship building skills. Staff Responsible for Monitoring: School Counselor Classroom Teachers Campus Principal ESF Levers: Lever 3: Positive School Culture | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div> | | | | |

Goal 1: Safety: Anna ISD will provide a positive and safe environment for ALL students and staff.

Performance Objective 2: Hendricks Elementary will continue to monitor and improve practices for a safe learning environment.

Evaluation Data Sources: AISD Safety Plan

Budget

Campus Safety Logs

Emergency Operations Plan

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|------|-----------|
| Strategy 1: Campus Threat Assessment Team will conduct behavioral threat assessments of all high-risk students monthly. Strategy's Expected Result/Impact: Increase the safety of students and staff by providing intervention for students at risk of violent behavior. Staff Responsible for Monitoring: Campus Administration School Counselor Mental Health Therapist AISD Officer General Education Teacher Special Education Teacher RISE Support Staff | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| Strategy 2 Details | Reviews | | | |
| Strategy 2: Anna ISD will provide Anti-Bullying training for students and staff and continue to implement the TASB model for bullying processes and procedures. Strategy's Expected Result/Impact: Prevent and reduce bully behaviors between students. Staff Responsible for Monitoring: Campus Administration School Counselor | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| Strategy 3 Details | Reviews | | | |
| Strategy 3: Students will utilize the RISE (Responsive Interventions and Supports in Education) classroom for specific behavior interventions when assigned. Strategy's Expected Result/Impact: Restorative practices to reduce disciplinary referrals and improve student outcomes. Staff Responsible for Monitoring: Campus Administration RISE Paraprofessional | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |



No Progress



Accomplished



Continue/Modify







Discontinue

Goal 1: Safety: Anna ISD will provide a positive and safe environment for ALL students and staff.

Performance Objective 3: During the 2025-2026 school year overall attendance will remain above 96% to ensure all students have a consistent educational environment.





Evaluation Data Sources: PEIMS data

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|------|-----------|
| Strategy 1: Campus attendance staff will meet weekly to monitor student attendance, maintain parent communication, and implement attendance behavior plans. Strategy's Expected Result/Impact: Maintain student attendance rate of 96% or above. Staff Responsible for Monitoring: Campus Administration Campus Intervention Specialist Campus PEIMS ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| Strategy 2 Details | Reviews | | | |
| Strategy 2: Attend regularly scheduled Data Integrity Team meetings to monitor attendance rate and discuss plans for attendance improvement. Strategy's Expected Result/Impact: Maintain student attendance rate of 96% or above. Staff Responsible for Monitoring: Campus Administration Campus Intervention Specialist District PEIMS Campus PEIMS Counselor ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> | | | | |

Goal 2: Accountability: Anna ISD will uphold or improve accountability ratings at each campus and for the district overall.

Performance Objective 1: By the end of the 2025-2026 school year, gifted students (GT) will improve their performance from 54% to 65% at the Master's level on all STAAR assessments in grades 3rd-5th.

Evaluation Data Sources: STAAR data





| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|------|-----------|
| Strategy 1: The GT Enrichment Specialist will provide enrichment support during Coyote Time for students identified as GT. Strategy's Expected Result/Impact: Increased GT performance and engagement Staff Responsible for Monitoring: Campus Administration Campus GT Specialist | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| Strategy 2 Details | Reviews | | | |
| Strategy 2: The campus GT specialist will provide targeted math enrichment to 3rd-5th students using Beast Academy. Strategy's Expected Result/Impact: Increase math GT performance levels. Staff Responsible for Monitoring: Campus Administration Campus GT Specialist | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div> | | | | |

Goal 2: Accountability: Anna ISD will uphold or improve accountability ratings at each campus and for the district overall.

Performance Objective 2: By the end of the 2025-2026 school year, 85% of Kindergarten through 2nd-grade students will achieve benchmark or higher in reading, as measured by the mClass assessment.

Evaluation Data Sources: mClass
Running Records

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|------|-----------|
| Strategy 1: All K-2 teachers will receive training and support in the implementation of mClass assessments. Strategy's Expected Result/Impact: Improved Teacher Capacity in data-driven reading instruction. Staff Responsible for Monitoring: Campus Administration District Instructional Coordinators Teachers ESF Levers: Lever 2: Strategic Staffing | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| Strategy 2 Details | Reviews | | | |
| Strategy 2: All new K-3 teachers, specialists, administrators, and Instructional Coordinators will participate in the Science of Teaching Reading - Reading Academy training. Strategy's Expected Result/Impact: 90% or more Reading Academy participants will successfully complete the training. Improved student performance on reading assessments. Staff Responsible for Monitoring: Campus Administration District Instructional Coordinators Teachers ESF Levers: Lever 2: Strategic Staffing | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |





| Strategy 3 Details | Reviews | | | |
|--|-----------|-----|------|-----------|
| Strategy 3: Hendricks will employ 1 reading and 1 math interventionist at the elementary campuses to support the needs of at-risk students. Strategy's Expected Result/Impact: Improved reading performance on EOY reading assessments to include mClass, STAAR, MAP. Staff Responsible for Monitoring: Campus Administration District Instructional Coordinators Teachers ESF Levers: Lever 2: Strategic Staffing Funding Sources: Reading and math Interventionist - 199-PIC 24 SCE Accelerated Education - \$45,000 | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> | | | | |

Goal 2: Accountability: Anna ISD will uphold or improve accountability ratings at each campus and for the district overall.

Performance Objective 3: By end of 2025-26 school year, the percent of 3rd-5th grade students achieving "meets grade level" or above on STAAR Reading will increase from 35% to 50%.

HB3 Goal
Evaluation Data Sources: STAAR Data

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|------|-----------|
| Strategy 1: Students will participate in Coyote Time to receive intervention support to fill reading gaps. Reading Intervention specialist will use Read 180 with 4th and 5th Tier 3 students and targeted interventions for 3rd grade Tier 3 students. The Dyslexia Therapist will utilize the Take Flight Program, and the classroom teachers will utilize AMIRA for Tier 1 and 2 reading support. Strategy's Expected Result/Impact: Increase the number of students in Tier 1 to 60% or higher at the 60th percentile on MAP by EOY. Staff Responsible for Monitoring: Campus Administration District Instructional Coordinators Teachers ESF Levers: Lever 2: Strategic Staffing Funding Sources: Coyote Time Teachers, CIS, CMC Aide - 199-PIC 24 SCE Accelerated Education - \$140,000 | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| Strategy 2 Details | Reviews | | | |
| Strategy 2: All core classroom teachers will internalize daily objective-driven reading lesson plans that follow the lesson cycle and that align with the district scope and sequence. Strategy's Expected Result/Impact: Grade level and cohort growth on local, state, and national assessments compared to the 2024-2025 school year as analyzed in PLC's. Staff Responsible for Monitoring: Campus Administration District Instructional Coordinators Teachers | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |

| Strategy 3 Details | Reviews | | | |
|--|-----------|-----|------|-----------|
| Strategy 3: All core classroom teachers, instructional coordinators, and administrators will participate in grade level/reading content specific Professional Learning Communities (PLC) to unpack standards, review student assessment data, and develop re-teach plans. Strategy's Expected Result/Impact: PLC's will meet at minimum bi-monthly, develop an agenda that is shared ahead of time, review current assessment data, and develop pre-teach and re-teach plans to improve student achievement. Staff Responsible for Monitoring: Campus Administration District Instructional Coordinators Teachers | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div> | | | | |

Goal 2: Accountability: Anna ISD will uphold or improve accountability ratings at each campus and for the district overall.

Performance Objective 4: By end of the 2025-2026 school year, the percent of 3rd-5th grade students achieving "meets grade level" or above on STAAR Math will increase from 23% to 40%.

HB3 Goal

Evaluation Data Sources: STAAR Math

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|------|-----------|
| Strategy 1: Students will participate in Coyote Time to receive intervention support to fill math gaps. The math intervention specialist will use Math 180 with 3rd-5th grade students. Classroom teachers will utilize Math 180 Flex with selected students in 3rd-5th and Reflex math and IXL with all others. Strategy's Expected Result/Impact: Increase the number of students in Tier 1 to 60% or higher at the 60th percentile on MAP by EOY. Staff Responsible for Monitoring: Campus Administration District Instructional Coordinators Teachers | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| Strategy 2 Details | Reviews | | | |
| Strategy 2: All core classroom teachers will internalize daily objective-driven Bluebonnet Math lesson plans that follow the lesson cycle and that align to the district scope and sequence. Strategy's Expected Result/Impact: Grade level and cohort growth on local, state, and national assessments compared to the 2024-2025 school year as analyzed in PLC's. Staff Responsible for Monitoring: Campus Administration District Instructional Coordinators Teachers | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| Strategy 3 Details | Reviews | | | |
| Strategy 3: All core classroom teachers, instructional coordinators, and administrators will participate in grade level/ math specific Professional Learning Communities (PLC) to unpack standards, review student assessment data, and develop re-teach plans. Strategy's Expected Result/Impact: PLC's will meet at minimum bi-monthly, develop an agenda that is shared ahead of time, review current assessment data, and develop pre-teach and re-teach plans to improve student achievement. Staff Responsible for Monitoring: Campus Administration District Instructional Coordinators Teachers | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |



No Progress



Accomplished



Continue/Modify







Discontinue

Goal 2: Accountability: Anna ISD will uphold or improve accountability ratings at each campus and for the district overall.

Performance Objective 5: By the end of the 2025-2026 school year, students in special education will improve the approaches passing rate on the STAAR assessment across all subjects from 32% to 40%.





Evaluation Data Sources: SPED STAAR 3-5 Passing Rate on Math, Reading, Science

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|------|-----------|
| Strategy 1: Scaffold instruction to ensure students master foundational skills before advancing, and use formative assessment data to identify learning gaps and guide targeted re-teaching. This strategy will foster an engaging, student-centered learning environment that promotes mastery and long-term success. Strategy's Expected Result/Impact: Students will improve performance on grade level concepts. Staff Responsible for Monitoring: Campus Administration District Coordinators Teachers | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div> | | | | |

Goal 2: Accountability: Anna ISD will uphold or improve accountability ratings at each campus and for the district overall.

Performance Objective 6: By the end of the 2025-2026 school year, the percentage of 5th-grade students achieving "Approaches Grade Level" or above on the STAAR Science test will increase from 44% to 60%.





Evaluation Data Sources: STAAR Science Results

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|------|-----------|
| Strategy 1: The school will implement the HMH science curriculum and engage students with hands-on science activities, using newly purchased consumables and materials to foster active learning and reinforce key scientific concepts. Strategy's Expected Result/Impact: Students will improve performance on on grade level science concepts. Staff Responsible for Monitoring: Campus Administration District Coordinators Teachers | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div> | | | | |

Goal 3: Culture: Anna ISD will preserve traditions while enhancing the overall culture of the district.





Performance Objective 1: AISD will promote the pedagogy of teaching and learning through a mentorship program to 1st-3rd year teachers new to the profession.

Evaluation Data Sources: Teacher survey data and teacher retention data.

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|------|-----------|
| Strategy 1: Teachers who are new to the profession will meet once a month as part of the NEST New Teacher Support program, which is designed to provide guidance in both leadership and pedagogy. Strategy's Expected Result/Impact: Teacher efficacy and effectiveness will improve as a result of the training. Teacher growth on MAP, teacher survey data, and teacher retention data. Staff Responsible for Monitoring: District Administration Campus Administration | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div> | | | | |

Goal 3: Culture: Anna ISD will preserve traditions while enhancing the overall culture of the district.

Performance Objective 2: Hendricks Elementary will foster a positive culture through the building of relationships, participation, praise, and recognition of achievements.





| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|------|-----------|
| Strategy 1: The campus leadership committee supports the development of positive campus wide procedures and programs for students and staff. Strategy's Expected Result/Impact: Positive reinforcement of desired behaviors to enhance learning environment. Increased staff morale and improved school culture. Staff Responsible for Monitoring: Campus Administration Leadership Committee Members Hero House teachers divided by each house ESF Levers: Lever 3: Positive School Culture | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| Strategy 2 Details | Reviews | | | |
| Strategy 2: Campus wide implementation of PBIS Rewards. Strategy's Expected Result/Impact: Increase in positive behaviors, decrease in discipline referrals. Improved staff morale and positive parent communication. Staff Responsible for Monitoring: Campus Administration Leadership Committee Members Teachers ESF Levers: Lever 3: Positive School Culture | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> | | | | |

Goal 4: Community: Anna ISD will foster a supportive relationship with the community, dedicated to the achievement of our district goals and the utilization of effective communication.

Performance Objective 1: Hendricks Elementary will promote a positive school connection with all families by providing authentic collaborative support, and create parent involvement opportunities that encourage active participation, communication and partnerships.

Evaluation Data Sources: Community survey response

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|------|-----------|
| Strategy 1: Frequently updating campus website, utilizing social media campus page, Parent Square, campus marquee, and provide bi-monthly campus newsletter. Strategy's Expected Result/Impact: Clear, consistent communication to improve family partnerships. Staff Responsible for Monitoring: Office Manager Campus Administration Teachers ESF Levers: Lever 3: Positive School Culture | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| Strategy 2 Details | Reviews | | | |
| Strategy 2: Hendricks will support and encourage volunteer opportunities with parents. Strategy's Expected Result/Impact: Increase parent involvement opportunities to support the district and schoolwide initiative. Staff Responsible for Monitoring: Campus Administration Teachers ESF Levers: Lever 3: Positive School Culture | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |

| Strategy 3 Details | Reviews | | | |
|---|-----------|-----|------|-----------|
| Strategy 3: Improve upon established community events such as Registration Support, Parent-Teacher Conferences, Veteran's Day Program, Trunk-or-Treat, Math is a Big Deal Night, Spring Fling, Meet the Teacher, Curriculum Night, Parent Lunch, Grandparents Day, and Hero Awards and Assemblies. Strategy's Expected Result/Impact: Increase community involvement and participation in campus events. Staff Responsible for Monitoring: Campus Administration ESF Levers: Lever 3: Positive School Culture | Formative | | | Summative |
| | Nov | Feb | June | May |
| | | | | |
| <div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div> | | | | |