

Pearland Independent School District

Glenda Dawson High School

2025-2026

Accountability Rating: A

Distinction Designation

Academic Achievement in English Language Arts/Reading

Academic Achievement in Mathematics

Academic Achievement in Science

Academic Achievement in Social Studies

Top 25 Percent: Comparative Academic Growth

Top 25 Percent: Comparative Closing the Gaps

Postsecondary Readiness



Board Approval Date: October 14, 2025

Mission Statement

It is the mission and purpose of Glenda Dawson High School to establish and maintain a dynamic educational experience that produces students who are well-prepared for our ever-changing society.

Vision

It is our goal to equip our students with the essentials necessary to navigate the challenges of the 21st century with Spirit, Opportunity, Achievement and Respect.

Motto

Some Fly, We Soar!

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Goals

Revised/Approved: February 11, 2025

Goal 1: Dawson High School 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: Consistent training, monitoring and review of safety systems will create an invested and proactive mindset resulting in 100% success compliance on the random state safety audit.

High Priority

Evaluation Data Sources: Daily safety logs uploaded into Sentinel Monitoring/Tracking Software
Drill Schedules and Completion Reports
Planning and Reflection Meetings with SRO's and Security Monitors
District Safety Audits
Maintenance Reports

Strategy 1 Details

Strategy 1: Security Monitors will physically check all exterior doors at least twice daily and report any issues promptly. Work orders will be submitted immediately upon knowledge of system hardware failure.

Strategy's Expected Result/Impact: Continuously working system with minimal gaps.

Staff Responsible for Monitoring: Security Monitors, Campus Admin and Admin Secretaries for submission of work orders.

ESF Levers:

Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: Prior to any public or large event, leadership teams will meet to review and consider safety concerns. At the conclusion of the event, the leadership team will reflect to identify any areas of needed safety measures moving forward.

Strategy's Expected Result/Impact: Create safe opportunities for students while minimizing risk of negative events.

Staff Responsible for Monitoring: Admin Team

Staff

SRO's

Security Monitors

Strategy 3 Details

Strategy 3: Drills will include expectations articulated over the PA and reinforced by staff. Drills will also overlap non-instructional times such as passing periods and lunch. Parents will be notified of drills to reduce anxiety and minimize alarm of thinking a real event is occurring.

Strategy's Expected Result/Impact: Less confusion in response to events that occur outside the structure of a classroom. Less alarm for parents.

Staff Responsible for Monitoring: Admin

SRO's

Teachers

ESF Levers:

Lever 1: Strong School Leadership and Planning

Strategy 4 Details

Strategy 4: Student orientations will include slides going over expectations for not opening exterior doors for visitors and not propping open doors during the school day.

Strategy's Expected Result/Impact: Create a more secure school.

Staff Responsible for Monitoring: Admin

Staff

SRO's

ESF Levers:

Lever 1: Strong School Leadership and Planning

Strategy 5 Details

Strategy 5: During Eagle Hour, all restrooms with doors will be closed and locked. Each open restroom will have a teacher/coach assigned directly to the restroom duty station to manage flow and respond to any events as they happen.

Strategy's Expected Result/Impact: Minimize negative behaviors such as fights, vaping, and other physical issues in restrooms.

Staff Responsible for Monitoring: Teachers

Admin Team

Security Monitors

Goal 1: Dawson High School 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: Staff Awareness, student knowledge of resources and strategies, clear response protocols, teacher DBI strategies and timely intervention expectations will work together to reduce overall referrals by 10% and violent behaviors on campus by 20%.

High Priority

Evaluation Data Sources: Student Orientations PowerPoint
Training Agendas
Skyward Discipline Data Year-over-year Reports
Student Survey Data (Student Ambassadors & Principal's Forum)

Strategy 1 Details

Strategy 1: Discussing/Define "Bullying" and resources in both the 9th grade parent meeting and class orientations at the beginning of the year.

Strategy's Expected Result/Impact: Fewer incidents rise to the level of violence.

Staff Responsible for Monitoring: Teachers

Counselors
Admin Team

Strategy 2 Details

Strategy 2: Teachers will be trained, and monitored by admin, in classroom management strategies to create positive environments, recognize potential developments and proactively reduce disruptive/volatile behaviors.

Strategy's Expected Result/Impact: Fewer Office Referrals

Fewer Physical Incidents

Staff Responsible for Monitoring: Teachers

Admin Team

Strategy 3 Details

Strategy 3: Increase consequences for physical altercations as a deterrent for the negative behaviors from 3 days ISS to a 30 day DAEP for a first offense.

Strategy's Expected Result/Impact: Reduction in physical altercations

Staff Responsible for Monitoring: Admin Team

Goal 2: Dawson High School will continue to make quality instruction and academic performance a top priority.

Performance Objective 1: Increase the number of students that meet the CCMR from a projected success rate of 97% to 98% to easily meet the district goal of 95% and another "A" rating.

High Priority

Evaluation Data Sources: SAT, ACT, TSI scores, AP scores, Texas College Bridge, Dual Credit Enrollment, Math and ELA College Prep Enrollment, ODS CCMR data, TEA Report

Strategy 1 Details

Strategy 1: Place all seniors in college prep math and English class for students that do not have a CCMR indicator or are not on track to meet the criteria.

Strategy's Expected Result/Impact: Expand avenues to obtain college readiness in math and English. Review prior to start of senior year, identify those not on track.

Staff Responsible for Monitoring: Administration
ELA & Math Teachers
C&I Specialist (curriculum support)
Counselors

TEA Priorities:

Build a foundation of reading and math, Connect high school to career and college

- ESF Levers:

Lever 5: Effective Instruction

Strategy 2 Details

Strategy 2: Provide reviews and give the TSI in January to all Seniors that do not have a CCMR indicator

Strategy's Expected Result/Impact: Increase the number of seniors meeting the CCMR criteria.

Staff Responsible for Monitoring: Counselors

TEA Priorities:

Connect high school to career and college

Strategy 3 Details

Strategy 3: Review Special Education graduation codes for students who may qualify for CCMR credit. Insure 100% accuracy of coding.

Strategy's Expected Result/Impact: Identify student incorrectly coded

Staff Responsible for Monitoring: Counselors
Case Managers
Admin over Special Education

Strategy 4 Details

Strategy 4: Create targeted sections of Algebra II for seniors needing Algebra II and CCMR. Adjust the curriculum to include Texas College Bridge.

Strategy's Expected Result/Impact: Increase the number of seniors earning CCMR in the math component

Staff Responsible for Monitoring: Counselors

Admin

C&I (Curriculum support)

Strategy 5 Details

Strategy 5: Identify one teacher and dedicate one period for regular monitoring, tracking, and updating of CCMR list for seniors.

Strategy's Expected Result/Impact: EVERY senior eligible for CCMR will earn the designation. 100% designation for eligible students.

Staff Responsible for Monitoring: Teacher

Admin

Goal 2: Dawson High School will continue to make quality instruction and academic performance a top priority.

Performance Objective 2: Increase overall attendance from 96.1% to 96.6%.

High Priority

Evaluation Data Sources: Six-weeks and year end attendance reports

| Strategy 1 Details |
|--|
| <p>Strategy 1: Reduce the allowed absences to qualify for exemptions to 4 from the previous 5 per semester. Strategy's Expected Result/Impact: Reduce the number of days absent for students working towards earning exemptions. Staff Responsible for Monitoring: Attendance Clerks Admin Counselors</p> |
| Strategy 2 Details |
| <p>Strategy 2: Increase the completion of intervention steps and follow through recommending truancy measures from 38.2% to 60% for students on track to miss more than 20 days of instruction. Strategy's Expected Result/Impact: Earlier interventions will correct the behaviors before they become extreme and increase time in class learning. Staff Responsible for Monitoring: Attendance Clerks Admin Team District Outreach Dept</p> |
| Strategy 3 Details |
| <p>Strategy 3: Work with Turner High School to create final exam schedules that align with the funding period for all days. Strategy's Expected Result/Impact: Reduce absences at the end of each semester. Staff Responsible for Monitoring: Admin Team from DHS, PHS, and THS</p> |

Goal 2: Dawson High School will continue to make quality instruction and academic performance a top priority.

Performance Objective 3: Reduce the ratio of Economically Disadvantaged students to All Students from 2.24 to under 2.0 (Roughly by 11%).

Evaluation Data Sources: RDA ODS Discipline Reports by Ethnicity.

| Strategy 1 Details |
|--|
| <p>Strategy 1: Administrators will communicate with the student, counselors and parents to investigate what is causing the behavior and re-direct prior to hitting the "ISS Level" consequence.</p> <p>Strategy's Expected Result/Impact: Less Economically Disadvantaged students in ISS.</p> <p>Staff Responsible for Monitoring: Admin Team Counselors</p> |

Goal 2: Dawson High School will continue to make quality instruction and academic performance a top priority.

Performance Objective 4: Decrease the gap between Economically Disadvantaged and Non-economically disadvantaged students to less than 22% at both the Meets and Masters Level "All Subjects" standard. The current gaps are 30% for Meets and 29% for Masters Level success.

Evaluation Data Sources: TAPR Report
STAAR Performance All Subjects Data

| Strategy 1 Details |
|--|
| <p>Strategy 1: Decrease the % of "0" ratings on writing scores by meeting with students and looking over 2025 ECR writing images to help generate early interventions in the first 3 weeks of school as a higher percentage of these struggling students tend to be economically disadvantaged students slipping through the cracks.</p> <p>Strategy's Expected Result/Impact: Build confidence and early connections with lower performing students.</p> <p>Staff Responsible for Monitoring: Admin ELA Teachers C&I</p> |

Goal 2: Dawson High School will continue to make quality instruction and academic performance a top priority.

Performance Objective 5: Dawson High School will rank in the top 5 of the TEA 40 Comparative Campus Group for STAAR Mastery Level Performance in all 5 EOC tested areas. (Current rankings: Alg 6th, Bio 1st, E1 1st, E2 1st, US Hist 13th)

Evaluation Data Sources: STAAR 40 Campus Reports

Strategy 1 Details

Strategy 1: Reassign staff to place the strongest teachers in US History to support student growth after reviewing student performance data.

Strategy's Expected Result/Impact: Increase in Masters Level for US History performance.

Staff Responsible for Monitoring: Admin
C&I

Strategy 2 Details

Strategy 2: Hand schedule any HB1416 students into TIA designated teachers for ELA and Algebra I to match lower performing students with staff who have shown the ability to generate the most student growth.

Strategy's Expected Result/Impact: Increase the number of students moving up a performance level and increase Mastery Level Performance by at least 3% in all ELA and Algebra EOC's.

Staff Responsible for Monitoring: Admin
EOC Staff

Strategy 3 Details

Strategy 3: AP US History and Dual Credit US History will both incorporate a STAAR review unit prior to April/May EOC's.

Strategy's Expected Result/Impact: More advanced students will earn Mastery Level Performance.

Staff Responsible for Monitoring: AP US and DC US Staff
Admin
C&I

Goal 2: Dawson High School will continue to make quality instruction and academic performance a top priority.

Performance Objective 6: Increase the Domain I score by increasing the % Approaches to 93% (92%), % meets to 68% (65%), % Masters to 37% (34%) for Algebra I.

Evaluation Data Sources: 2026 STAAR Scores

| Strategy 1 Details |
|--|
| <p>Strategy 1: Hand schedule students that failed Algebra I STAAR into specific sections of Algebraic Reasoning for additional targeted support.</p> <p>Strategy's Expected Result/Impact: Allow for targeted interventions to occur and improve student STAAR performance on the December retest.</p> <p>Staff Responsible for Monitoring: Admin Counselor</p> |
| Strategy 2 Details |
| <p>Strategy 2: Each teacher will receive a list of their current students with their previous STAAR score and performance rating.</p> <p>Strategy's Expected Result/Impact: Teachers will know the performance level of each student and have an understanding of how to help the succeed on STAAR.</p> <p>Staff Responsible for Monitoring: Admin C&I Specialist</p> |
| Strategy 3 Details |
| <p>Strategy 3: Increase the focus of STAAR Readiness in Summer School Now</p> <p>Strategy's Expected Result/Impact: Students will have more exposure to STAAR type questions and strategies to improve performance and receive more targeted feedback from teachers.</p> <p>Staff Responsible for Monitoring: SSN Teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p> |

Goal 2: Dawson High School will continue to make quality instruction and academic performance a top priority.

Performance Objective 7: Reduce the percentage of students scoring a "0" on the writing component of STAAR by 3% in both ELA 1 and ELA 2. (2025 ELA 1 - 13%, and ELA 2 - 19% of students scored a "0")

Evaluation Data Sources: 2026 STAAR Writing Scores Breakdown Reports

| Strategy 1 Details |
|---|
| <p>Strategy 1: Teachers will get a list of students who scored a "0" the prior year in 8th or 9th grade respectively.</p> <p>Strategy's Expected Result/Impact: Awareness and targeted support will improve scores on EOC Writing.</p> <p>Staff Responsible for Monitoring: ELA 1 and ELA 2 Staff C&I Admin Over ELA</p> |
| Strategy 2 Details |
| <p>Strategy 2: Teacher will review electronic writing of students scoring a "0" the prior year to hold one on one meetings and guide students.</p> <p>Strategy's Expected Result/Impact: Connect with individual studies to create improvement in targeted skills.</p> <p>Staff Responsible for Monitoring: ELA 1 and ELA 2 Staff C&I Admin over ELA</p> |

Goal 3: Dawson High School will provide for the physical and mental wellbeing of all students and staff.

Performance Objective 1: Reduce the number of students disciplined for vapes (72 nicotine and THC combined) by 10%, down to less than 65 total.

Evaluation Data Sources: End of year PEIMS reports for offense codes 62 and 63.

| Strategy 1 Details |
|---|
| <p>Strategy 1: Incorporate awareness of new, dangerous types of vapes and risks of use into the back to school class orientations.</p> <p>Strategy's Expected Result/Impact: Empower students with knowledge to make safe decisions.</p> <p>Staff Responsible for Monitoring: Admin Team</p> |

Goal 3: Dawson High School will provide for the physical and mental wellbeing of all students and staff.

Performance Objective 2: Increase the presence of the AP Ambassadors Program by assigning mentors to 100% of 9th grade AP students by the end September 30, 2025.

Evaluation Data Sources: 9th Grade AP Rosters
Tracking File for AP Ambassadors

| Strategy 1 Details |
|--|
| <p>Strategy 1: Trained AP Ambassadors will become resources for support and development of underclassman AP students to help reduce stress and teach tools to be successful.</p> <p>Strategy's Expected Result/Impact: Development of time management and study skills. Guidance for course planning. Increased connections and responsibilities for students.</p> <p>Staff Responsible for Monitoring: AP Ambassadors Faculty Sponsor Advanced Academics Admin over AP</p> |

Goal 3: Dawson High School will provide for the physical and mental wellbeing of all students and staff.

Performance Objective 3: #Family - Recruit, retain, support, and push the limits of the best of the best staff for our students.

Evaluation Data Sources: Teacher Turnover
Exit Surveys
Advancement Interests
Quality of Hiring

Strategy 1 Details

Strategy 1: All family members get invited and are in the will...teachers, para professionals, custodians, maintenance, food services, security monitors, transportation, and support teams are valued.

Strategy's Expected Result/Impact: Retainability, morale, value, desire to work and do extra to help the team (students) all flow.

Staff Responsible for Monitoring: All

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: The campus based "next level" Aspiring Administrator Program will develop staff and support students on campus.

Strategy's Expected Result/Impact: Continue the pipeline of developing leadership skills and perspectives.

Connect struggling students with another specific resource.

Staff Responsible for Monitoring: Principal

Associate Principal

ESF Levers:

Lever 1: Strong School Leadership and Planning

Strategy 3 Details

Strategy 3: New to the campus staff are closely mentored and teamed with peers.

Strategy's Expected Result/Impact: Rapid development and buy in to the campus culture.

Staff Responsible for Monitoring: Every member of the Dawson Family.

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 3: Positive School Culture

Goal 3: Dawson High School will provide for the physical and mental wellbeing of all students and staff.

Performance Objective 4: DHS will support a variety of programs to promote a safe and orderly school environment.

Evaluation Data Sources: Agendas, Crimestopper Data, Attendance, Awareness assemblies and orientations, staff development agendas, campus surveys, Principal's Forum.

Strategy 1 Details

Strategy 1: Two separate orientations will be held. The first will address the student handbook, anti-bullying and harassment policies, expectations outlined in the Code of Conduct, safety and security for the campus, the new cell phone/electronics law, and general school expectations. The second will clearly outline Eagle Hour and all the available opportunities/resources to support student success, mental health and campus culture.

Strategy's Expected Result/Impact: Reduction in student offenses. Orientations are held in small alpha groups using all administrators with their own students by grade level. 6 days to implement.

Staff Responsible for Monitoring: Asst. Principals

ESF Levers:

Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: Safe & Drug Free Schools - Integrate violence prevention lessons including Bullying Prevention, Human Trafficking Awareness, Tobacco, Alcohol, and Other Drugs (TAOD) prevention, and TikTok/Social Media hazards for students and staff.

Strategy's Expected Result/Impact: Increased student awareness in regards to safety and violence.

Staff Responsible for Monitoring: Principal

Asst. Principals

Counselors

Teachers

ESF Levers:

Lever 3: Positive School Culture

Strategy 3 Details

Strategy 3: Positive Interaction with Police Officer Training delivered to all freshmen students in the Spring Semester through their Social Studies classes.

Strategy's Expected Result/Impact: Students will be trained on how to interact positively with a police officer both in school and in the community.

Staff Responsible for Monitoring: Campus SRO's

Admin Team

Social Studies Teachers

ESF Levers:

Lever 3: Positive School Culture

Strategy 4 Details

Strategy 4: DHS will provide an environment that fosters safe, enjoyable, and developmentally appropriate fitness activities for all students, including those who are not participating in PE classes or competitive sports. (Band marching, Cheer, Color Guard, Diamonds, FFA, Fitness Gram, Health Science Technology, Life Skills School Garden, Outdoor Education Courses, ROTC, Student Athletic Training)

Strategy's Expected Result/Impact: Students improve their fitness levels.

Staff Responsible for Monitoring: Admin Team

Teachers

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

Performance Objective 1: The campus will create and distribute a monthly newsletter to highlight current events, give tips to parents, and build momentum for future events.

Evaluation Data Sources: Monthly calendar
End of year review

| Strategy 1 Details |
|---|
| <p>Strategy 1: Add a section to each newsletter to focus on and encourage attendance. Strategy's Expected Result/Impact: Better parental support and awareness of attendance protocols. This will support improved attendance. Staff Responsible for Monitoring: Admin</p> |
| Strategy 2 Details |
| <p>Strategy 2: Increase PTA membership for the campus to over 600 members. Maintain 100% staff participation for the 5th year in a row. Strategy's Expected Result/Impact: PTA creates access to information for families. Staff Responsible for Monitoring: Admin PTA Board</p> |
| Strategy 3 Details |
| <p>Strategy 3: Admin will host a 9th grade parent meeting prior to the start of the year focusing on 3 components: General Info, Safety (including vapes and bullying), and Stress/Emotional Wellbeing. Strategy's Expected Result/Impact: Parental awareness and engagement in student support. Staff Responsible for Monitoring: Principal and Associate Principal</p> |

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

Performance Objective 2: Dawson High School will communicate effectively with parents and community members and increase interactive events with various stakeholders in the community.

Evaluation Data Sources: Summative year end reflection of events.

| Strategy 1 Details |
|---|
| <p>Strategy 1: Expand the PALS program in year 2 where seniors are trained and then travel to mentor elementary students.</p> <p>Strategy's Expected Result/Impact: Seniors develop leadership skills through training and then connecting to young students in PISD. Elementary students gain the support of a new resource in their life that focuses on their individual needs.</p> <p>Staff Responsible for Monitoring: PALS Teacher Counselors Admin at both Dawson and the feeder elementary schools supported</p> |
| Strategy 2 Details |
| <p>Strategy 2: DHS will host a Flock Party open to the community to build support for student programs.</p> <p>Strategy's Expected Result/Impact: Partnerships with parents, local businesses.</p> <p>Staff Responsible for Monitoring: Principal Admin Team STUCO Club and Group Sponsors</p> |
| Strategy 3 Details |
| <p>Strategy 3: Athletic and Fine Arts Programs plan community wide events for students and families throughout the year. (Baseball Buddies, Diamond Sisters, Cheer and Diamond Mini Clinics, Winter Dash, Football Golf Tournament, Bingo Nights, Powder Puff Football, Summer Athletic Camps, etc.</p> <p>Strategy's Expected Result/Impact: Staff, Students, Parents, and community members unite to participate in school events.</p> <p>Staff Responsible for Monitoring: Administration, Coaches, Sponsors</p> |
| Strategy 4 Details |
| <p>Strategy 4: Ovation Theater and Encore Choir Programs will perform musicals, plays, and performances open to the community.</p> <p>Strategy's Expected Result/Impact: Community involvement in Fine Arts Education</p> <p>Staff Responsible for Monitoring: Asst. Principal, Fine Arts Teachers</p> |

Strategy 5 Details

Strategy 5: School will utilize Social Media (such as Twitter, Campus Webpage) to communicate school events, daily announcements and important school information.

Strategy's Expected Result/Impact: High level of parent communication regarding events, celebrations, success, and other daily information.

Staff Responsible for Monitoring: Principal, Asst. Principals, campus Organizations

Strategy 6 Details

Strategy 6: Communication through Social Media, Program Websites, Email Blasts, etc. will be utilized for community attendance of fine arts performances (ex: plays, concerts, art shows), athletic events, awards ceremonies, etc.

Strategy's Expected Result/Impact: High level of parent involvement at campus events, celebrations, successes, etc

Staff Responsible for Monitoring: Principal, Asst. Principals, campus Organizations

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