Katy Independent School District

District Improvement Plan

2024-2025 Goals/Performance Objectives with Summative Evaluation



Mission Statement

Katy Independent School District, the leader in educational excellence, together with family and community, provides unparalleled learning experiences designed to prepare and inspire each student to live an honorable, fulfilling life -- *to create the future*.

Vision

Be the legacy.

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District Improvement Plan Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: All campuses and departments will continue to meet the required components of the comprehensive district emergency operations plan and state safety requirements. (Legal Requirement/Strategic Design)

Evaluation Data Sources: Outline and definition of system

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue and build upon recent success and progress. With two upcoming safety audits to be conducted in the 25-26SY, the district should experience dramatic improvements and refinements increasing the already high degree of safety & security standards being kept at campuses.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The District will exceed state and national (where applicable) standards/averages for all student groups in student achievement and progress. (District Needs Assessment)

TEA Priorities:
Build a foundation of reading and math, Improve low-performing schools

Evaluation Data Sources: Assessment results for each of the identified assessments will be compared with longitudinal historical results in addition to state and national data to
measure increases.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue this objective to ensure all student groups exceed state and national standards, supporting ongoing academic growth as outlined in the District Needs Assessment.

Performance Objective 2: The percent of students in all special programs scoring at each of the Approaches, Meets, and Masters Grade Level on STAAR will increase over the previous year. (District Needs Assessment)

Evaluation Data Sources: STAAR reports from TEA and assessment vendor(s)

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue next year with this focus on special programs.

Performance Objective 3: The percent of Katy ISD High School students who achieve the CCMR target will increase to 79% by July 2025. (Legal Requirement)

TEA Priorities:
Connect high school to career and college

HB3 Goal

Evaluation Data Sources: 2025 Accountability data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: As this PO is part of a legal requirement, it will be continued to the next year with an updated goal percentage.

Performance Objective 4: The percent of Katy ISD Elementary 3rd grade students who achieve Meets or above in Reading will increase to 64% by July 2025. (Legal Requirement)

TEA Priorities:
Build a foundation of reading and math

HB3 Goal

Evaluation Data Sources: 2025 Accountability data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue the focus on 3rd grade performance next year.

Performance Objective 5: The percent of Katy ISD Elementary 3rd grade students who achieve Meets or above in Math will increase to 56% by July 2025. (Legal Requirement)

TEA Priorities:
Build a foundation of reading and math

HB3 Goal

Evaluation Data Sources: 2025 Accountability data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with this goal and adjust the increase based on Spring 2025 STAAR results.

Performance Objective 6: All CTE students will have the opportunity to complete a Program of Study, and the number of CTE students who take an Industry Based Certification will increase by 10% by May 2025. (District Needs Assessment)

TEA Priorities:
Connect high school to career and college

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue the focus on CTE students next year.

Performance Objective 7: Develop and communicate instructional resources available to parents to support their child's personalized learning experiences. (Strategic Design)

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue communication efforts to support personalized learning experiences.

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: Department and campus leaders will implement a systematic prioritization process to align programs and priorities with available resources. High need campuses will be prioritized in funding in all ESSA programs. (District Needs Assessment)

Evaluation Data Sources: Adopted budget

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue this objective to ensure ESSA resources are aligned with priorities and directed to high-need campuses for maximum impact.

Performance Objective 2: Follow the Katy ISD replacement cycle for facilities, equipment, and assets throughout the district annually. (Strategic Design)

Summative Evaluation: Met Objective

Next Year's Recommendation: Utilize the replacement cycle list for future bond planning. Adjust the list as capital projects are completed.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Establish an Assessment Council to align and support a District and Campus Assessment system. (Strategic Design)

Summative Evaluation: Met Objective

Next Year's Recommendation: The council was established, PD occurred, and recommendations were given to our T&L leaders.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Create a process that measures utilization and seeks feedback of technology resources, systems, and tools. (Strategic Design)

Evaluation Data Sources: Dashboard, data collection, data analysis, stakeholder input

Summative Evaluation: Met Objective

Next Year's Recommendation: For 2025-2026, Technology will follow the same proces.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: All campuses and departments will be 100% staffed with highly effective, certified (if applicable) personnel. (Legal Requirement)

TEA Priorities:
Recruit, support, retain teachers and principals

Evaluation Data Sources: Recruiting records, hiring timelines, and retention reports

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue attracting, developing, supporting, and retaining highly effective, certified staff to ensure full staffing and compliance with legal requirements across all campuses and departments next school year.

Performance Objective 2: The GT/AAS department will provide ongoing professional development related to services for gifted and talented students or advanced academics. (District Needs Assesment)

TEA Priorities:
Recruit, support, retain teachers and principals

Summative Evaluation: Met Objective

Next Year's Recommendation: Next year's GT/AAS Professional Learning Plan will be created using feedback from participants in this year's sessions.

Performance Objective 3: The Office of Interventions will provide ongoing training in the area of Multi-Tiered Systems of Support to ensure faculty and staff are equipped with strategies at Tier I, II and III both in academics and behavior in grades PK-12. (District Needs Assessment)

TEA Priorities:
Recruit, support, retain teachers and principals

Evaluation Data Sources: Discipline Dashboard

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: MTSS professional learning focused on academics and behavior will continue throughout the 2025-26 school year to identify students in need of support, document intervention strategies and progress monitor student growth and needs.

Performance Objective 4: Katy ISD will implement a compensation plan that exceeds the market median for all classroom teachers and ensures market competitiveness of all other staff members. (District Needs Assessment)

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: The district will continue to monitor, enhance, and implement a compensation plan that exceeds the market median for all classroom teachers and ensures market competitiveness for all other staff members.

Performance Objective 5: The district will implement the teacher mentoring program to address the needs of teachers with less than two years of experience and to increase teacher retention. (District Needs Assessment)

TEA Priorities:
Recruit, support, retain teachers and principals

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue New Teacher Mentor Program as stated in the Strategic Plan

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: The District will identify existing parent and community engagement programs at campuses and district level, and explore opportunities to involve a greater number of stakeholders on/at campuses that have lower engagement rates. (District Needs Assessment/Legal Requirement)

Evaluation Data Sources: Programs identified and listed; engagement rates, survey data

Summative Evaluation: Met Objective

Next Year's Recommendation: Strategic Design Goal 8 remains a continued priority, as building and strengthening intentional relationships with the community is an ongoing process. Continuous improvement in this area ensures Katy ISD continues to leverage the full potential of its stakeholders' strengths, resources, and talents.

Performance Objective 2: Establish a Community Engagement Board comprised of leaders from multiple community groups (i.e., Chamber of Commerce, Katy ISD volunteers, community organizations, small businesses, government, campus liaisons, law enforcement, etc.) to coordinate community connections, information, and resources. (Strategic Design)

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: The Community Engagement Advisory Team will continue to meet in the 2025-26 school year, with meetings scheduled for August,

October, January, and May. This group will continue to focus on connecting people, organizations, and resources.

Performance Objective 3: Build awareness around the importance of campus community engagement. (Strategic Design)

Evaluation Data Sources: Programs identified and listed; engagement rates, survey data

Summative Evaluation: Met Objective

Next Year's Recommendation: Building awareness around the importance of campus community engagement is an ongoing effort. This work includes regularly updating resources, providing training, and measuring effectiveness to ensure staff are equipped to foster strong connections

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: The District will expand and strengthen internal systems and connect targeted resources to proactively support the well-being of the students, staff, and parents of the Katy ISD school community. (District Needs Assessment)

TEA Priorities:
Connect high school to career and college

Evaluation Data Sources: Outline and definition of system

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to next year.

Adams Junior High Performance Objectives

Goal 1: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Adams Junior High will utilize professional learning collaboratives to create high quality assessments and student learning plans to increase student growth and STAAR meets grade level standard by 5%.

Evaluation Data Sources: Aware, DLA, CBA, STAAR, Formative Assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: We will continue work on this objective with the focus on assessments and data analysis.

Performance Objective 2: Adams Junior High will utilize professional learning data collaboratives to analyze high quality assessments and student learning to increase student growth and STAAR meets grade level standard by 5%.

Evaluation Data Sources: AWARE, CBA, DLA, STAAR, Interims

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue work on this objective with the focus on assessments and data analysis.

Goal 2: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: By May 2025, Adams Junior High will establish a collaborative and supportive learning environment that facilitates teacher development, enables teachers to connect across the campus, and fosters a culture of collaboration and innovation in the classroom.

Evaluation Data Sources: Teacher retention rate.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We have done a great job with the Professional Learning Collaboratives this school year. We will work to modify and shape those to meet our new teachers and focus on team building events next school year.

Performance Objective 2: Our Viking Shield Team, consisting of teachers from every content area, will develop systems to promote a positive school culture through recognition and appreciation of staff and colleagues across the entire campus resulting in a 7.5 or higher on the Satchel Pulse survey in the area of appreciation and recognition.

Evaluation Data Sources: Viking Views Program

Viking Staff Member of the Week
Staff Shout Outs in teacher workrooms and weekly staff newsletter
Pulse Survey Data

Summative Evaluation: Met Objective

Next Year's Recommendation: Staff appreciation is vital to keeping positive spirits with our staff. We will continue to offer this next year as we look at new ways to honor the staff.

Goal 3: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Adams Junior High will prioritize in creating a safe learning environment that supports students' social and emotional growth. Our Viking Strong program will integrate 2-3 Character Education lessons per week, emphasizing our three Viking Virtues - Courage, Perseverance, and Truth. We aim to create a community where students embrace the courage to persevere while remaining true to themselves and others.

Evaluation Data Sources: Viking Strong Canvas Course
Mid year student survey conducted by the Viking Shield Team.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue our work with the Viking Virtues. We will expand to include more soft skills to help our students as they grow into adults.

Goal 4: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Adams Junior High will focus on data collaboratives with students to enhance student understanding of their unique needs, their assessment data, and student goal creation which will support the growth of all learners, as well as a 10% growth of students at the meets level in all tested STAAR assessments.

Evaluation Data Sources: STAAR data, District Level Assessments, Campus Based Assessments, Individual Student Work, Interim assessments, Student Goals

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We will definitely carry this objective forward next school year as we focus on assessments and data analysis.

Performance Objective 2: Adams Junior High will increase the number of students scoring at health fitness zones by 1%, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: All students are expected to continue their work in the FitnessGram so we will carry this objective forward.

Performance Objective 3: Adams Junior High will implement attendance incentives for students with the aim of increasing our attendance by 0.5%.

Evaluation Data Sources: Attendance rates

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Attendance is vital for all schools. We will continue to work on incentives for students which will promote attendance at school since this impacts learning growth.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Teachers will strategically design 3 or more engaging learning experiences per week that incorporate a diverse range of instructional technologies. Through these innovative tools/technologies, students will be actively engaged in their learning. Through our commitment to integrating engaging learning experience, we will ensure that students have access to enriched educational experiences.

Evaluation Data Sources: Lesson plans will clearly outline the instructional technology and online resources utilized to enhance student engagement and facilitate learning.

Summative Evaluation: Met Objective

Next Year's Recommendation: We will need to look at strategies for blended learning to ensure all students are using both technology with paper and pencil tasks.

Performance Objective 2: By May 2025, Adams Junior High will implement a system, with 4 lesson checkpoints, that encourages digital citizenship with our 1:1 initiative through the proper use of digital platforms and tools for parents, students, and staff members.

Evaluation Data Sources: Utilization of Canvas
Lesson plans and expectations which clearly communicate technology systems used during instruction.

Summative Evaluation: Met Objective

Next Year's Recommendation: We will need to continue our work with blueprinting Canvas courses to ensure communication with parents about assignments and assessments remains high.

Alexander Elementary School Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: At least 90% of RAE teachers appraised on full evaluation within the T-TESS appraisal system will achieve at least Proficient in each of the three following T-TESS Dimensions: 1.2: Data and Assessment (The teacher uses formal and informal methods to measure student progress, then manages and analyzes student data to inform instruction.), 2.4: Differentiation (The teacher differentiates instruction, aligning methods and techniques to diverse student needs.), and 2.5: Monitor and Adjust (The teacher formally and informally collects, analyzes, and uses student progress data and makes needed lesson adjustments.) as measured by T-TESS observation data.

Evaluation Data Sources: Primary Data Sources:
T-TESS Walkthroughs
T-TESS Summative Evaluations (Full Observation)

Secondary Data Sources:
TX KEA
TPRI
Teacher Campus Based Assessments
District Content Checkpoints
Amira
HMH Literacy Module Assessments
Dreambox
Lesson Plans
Small Group Instruction
Progress Monitoring Notes
MTSS Collaboratives

Performance Objective 2: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Performance Objective 3: HB3: The percent of Alexander Elementary 3rd grade students who achieve Meets and above in Math will increase to 72% by July of 2025.

High Priority

HB3 Goal

Evaluation Data Sources: Student Progress Monitoring Notes
Spring 2024 STAAR Performance Data

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Since 74% of students achieved Meets and above in Math, set goal for 76% of students to achieve Meets in Math for the 2025-2026 school year.

Performance Objective 4: HB3: The percent of Alexander Elementary 3rd grade students who achieve Meets and above in Reading will increase to 78% by July 2025.

High Priority

HB3 Goal

Evaluation Data Sources: Student Progress Monitoring Notes
Spring 2024 STAAR Performance Data

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Since 80% of students achieved Meets and above in Reading, set goal for 82% of students to achieve Meets in Reading for the 2025-2026 school year.

Goal 2: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: The Appreciation and Recognition Pillar will be rated at 8.0 or above by staff during feedback cycles as evaluated via the Satchel Pulse survey.

Evaluation Data Sources: Satchel Pulse Survey

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with goal of 8.0 or above. This year, the average rating was 7.6. Be more intentional about asking staff how they want to be appreciated and checking in on a monthly basis about where they are with the appreciation and recognition pillar.

Goal 3: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: RAE administration, teachers, and staff will work collaboratively with PTA Leaders, community volunteers, parents, and students to plan, coordinate, and facilitate campus events to build awareness around the importance of campus-community engagement.

Evaluation Data Sources: Calendars of Events
RAE and PTA weekly communication
Volunteer Hours

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Due to reduction in staff, we will scale back on events while still maintaining a high level of community engagement that is planned and purposeful.

Bear Creek Elementary School Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: SI: 80% of 3rd-5th grade teachers will score above proficient in implementing targeted data-based small group instruction as evidence by data from the District ELAR IPG rubric and District Math Look Fors rubric.

Evaluation Data Sources: Rubric Data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Performance Objective 2: BCE will work to close gaps among all sub-populations, ensuring that all groups meet the state-defined Domain 3 targets by the end of the 2024-2025 school year.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue/Modify

Performance Objective 3: HB 3: The percent of Bear Creek Elementary 3rd grade students who achieve Meets and above in Reading will increase 40% by June 2025.

High Priority

HB3 Goal

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue and modify

Goal 2: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: ESF & SI: By April 2025, 80% of classrooms will be observed using high yield instructional strategies. during Tier 1 Instruction as measured by classroom walkthroughs.

Evaluation Data Sources: Powerwalks data, IPG and Math Look fors data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 2: Teacher and students will utilize data to inform decisions regarding goal setting and instruction. Informal reviews will be held weekly in PLCs and formal reviews each 9 weeks. Data will be used to build small group structures and tiered intervention through MTSS.

Evaluation Data Sources: Student assessment data.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Performance Objective 3: By May 2025, 80% of student instructional tasks in the classroom will be at the application level or higher in the classroom as measured by classroom walkthroughs.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Goal 3: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Bear Creek students will exhibit behaviors and attitudes that contribute to an engaging, caring learning environment. by building positive relationships within the campus and community, resulting in a 10% decrease in discipline issues on campus.

Evaluation Data Sources: BCE will build positive relationships with the campus community and will decrease the number of discipline referrals by 10%.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 2: BCE will provide parent resources and strategies for bullying prevention, suicide awareness, and violence prevention as well as provide resources and training to parents in order to boost academic achievement of students.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Performance Objective 3: BCE will increase our student attendance from 93.89% to 94.39% by the end of the 24-25 school year.

Evaluation Data Sources: Attendance rates

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue

Performance Objective 4: Bear Creek Elementary will maximize community engagement to benefit the student body and impact student learning and academic achievement.

Evaluation Data Sources: Increase attendance at events and increase engagement opportunities.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Goal 4: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: 90% of Bear Creek Elementary teachers will score at the proficient level according to TTESS or an alternate instrument.

Evaluation Data Sources: End of Year Conferences

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Performance Objective 2: Recruit, hire and retain high quality staff and embed quality professional learning to build individual capacity and effectiveness.

Evaluation Data Sources: Retention records, recruiting records and professional development records.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Beck Junior High School Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Enhance student behavior and the effectiveness of interventions at Beck Junior High by improving the functioning of the Behavior Task Force to create a positive, respectful, and safe learning environment.

Evaluation Data Sources: Tracking behavioral data and targeted interventions, gathering feedback from staff and students, and implementation of Bulldog Strong and BARK expectations.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Behavior Task Force review and recommend any changes needed based on this years behavior data.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By the end of the year, collaborative teams will leverage data protocols to inform and enhance instructional decisions, resulting in regular analysis of student data that improves student growth outcomes and target teaching strategies.

Evaluation Data Sources: Student growth indicators, student performance on assessments, teacher trainings

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue this goal with more focus for next school year.

Performance Objective 2: Increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue for compliance for state and district standards.

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Beck Junior High teachers will collaboratively develop and implement formative assessments within their teams to improve student outcomes by the end of the academic year.

Evaluation Data Sources: Student growth indicators, student performance, teacher created formative assessments, summative and formative data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Good progress was made towards this goal and will be continued next school year.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: By the end of the academic year, Beck Junior High will enhance staff culture, evidenced by increased job satisfaction, stronger collaboration among staff members, and improved overall morale, as measured through surveys, retention rates, and participation in school initiatives.

Evaluation Data Sources: Staff surveys, recognition programs and feedback mechanisms, participation in relationship building activities, participation in PLCs, positive feedback from staff members, and overall enthusiasm.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: A focus on campus culture will continue to be needed and a focus for Beck JH.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Beckendorff Junior High School Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: The focus of BDJH administration and staff is to proactively implement strategies that positively impact student behavior. This multi pronged focus includes the use of positive reinforcement of behaviors through PBIS, additional training for teaching staff on de-escalation strategies, a clear disciplinary framework which includes a level system to help teacher navigate behavioral issues they may encounter, a deeper focus student engagement in the classroom, and a fair, firm and consistent framework for addressing disciplinary issues.

Evaluation Data Sources: PEIMS data, PBIS data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 2: Provide a character lesson once a week to all students through social studies.

Evaluation Data Sources: Student and staff surveys. Lessons plans.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Performance Objective 3: BDJH is committed to reinforcing positive behavior through the implementation of PBIS and student of the moth.

Evaluation Data Sources: PBIS record data including points awarded; opportunities to celebrate students who exhibit positive behaviors.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 4: Attendance will be incentivized through the offering of a perfect attendance party each six weeks.

Evaluation Data Sources: Attendance Data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: 90% of teachers focus on increasing the rigor and depth of instruction through utilizing the Fundamental 5 framework for classroom instruction.

Evaluation Data Sources: Walk-throughs and learning walks are conducted by administration, instructional coaches as well as counselors and other support staff.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: This is a continuing initiative...

Performance Objective 2: 60% of teachers will be observed facilitating student driven purposeful talk or conferring with students.

Evaluation Data Sources: Walkthrough data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 3: 90% of teachers will be observed in the "Power Zone" (per Fundamental 5)

Evaluation Data Sources: Walkthrough data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Performance Objective 4: All emergent bilingual students (English learners) with parent approval for ESL program participation minimally receive English Language Arts and Reading (ELAR) instruction by teachers who are certified in ESL, along with ELAR certification for the appropriate grade level(s). Highly encourage ELAR teachers who are uncertified to take advantage of the reimbursement opportunity available to add add ESL to their certifications.

Evaluation Data Sources: SBEC records, OOL records.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 5: BDJH will provide targeted, ongoing, professional development for teachers who service the ESL population. This is of particular emphasis with the addition of a Newcomer population to the BDJH campus.

Evaluation Data Sources: During PLC meetings, team members will purposefully incorporate researched based instructional strategies designed to impact English Language Learners.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Performance Objective 6: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 7: Increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: This is continuing initiative...

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: Teachers are informed of the English language proficiency levels of the emergent bilingual students (English learners) in their classrooms, and Professional Learning Communities actively utilize the ELPS to provide meaningful opportunities for ELs to develop social and academic English proficiency in listening, speaking, reading and writing. BDJH will provide targeted, ongoing, professional development for teachers who service the ESL population. This is of particular emphasis with the addition of a Newcomer population to the BDJH campus.

Evaluation Data Sources: PLC agendas, meeting minutes, increased use of ELL teaching strategies observed in administrative classroom observation, providing purposeful opportunities for emergent bilingual student s to meaningfully participate in all areas of student life.

Summative Evaluation: Met Objective

Next Year's Recommendation: This is a continuing initiative...

Performance Objective 2: Teachers of emergent bilingual students (English learners) participate in professional development that addresses instruction that is sheltered and culturally responsive.

Evaluation Data Sources: Lesson plans, administrative observation.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Performance Objective 3: Provide family engagement (parent and child together) activities for families of emergent bilingual students (English learners) that is supplemental to the services provided to all families.

Evaluation Data Sources: Increased outreach directed to parents of other language learners in the form of electronic contact, opportunities for parental involvement through an "open house" available to parents of ESL students.

Summative Evaluation: Met Objective

Next Year's Recommendation: This is a continuing initiative...

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: The Office of School Improvement will create and communicate a continuous improvement planning model with three checkpoints for each campus, to be implemented throughout the 2023-2024 school year.

Evaluation Data Sources: Memorandums, professional development opportunities directed to campus.

Summative Evaluation: Met Objective

Next Year's Recommendation: This is a continuing district driven initiative...

Performance Objective 2: The District will foster efficacy of the assessment cycle where teams use data protocols to design purposeful instruction.

Evaluation Data Sources: Local Assessment calendar, professional development calendar, district protocols

Summative Evaluation: Met Objective

Next Year's Recommendation: This is a continuing district driven initiative...

Performance Objective 3: KISD will Analyze district and campus level assessments, both informal and formal, to identify opportunities and create professional learning that connects assessments to purposeful instruction.

Evaluation Data Sources: Data reviews, formal and informal assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: This is a continuing district driven initiative...

Performance Objective 4: BDJH uses research based backward design strategies in developing assessments. Instructional Coaches and administration are active participants in the PLC process, which includes both test development and data mining to determine both student performance/ progress and the robustness of each assessment.

Evaluation Data Sources: assessments, PLC notes

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: The District will define a proficiency standard for all stakeholders and establish a training pathway for digital and security best practices.

Evaluation Data Sources: Proficiency standard established

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: This is a continuing district driven initiative...

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: .Campus Culture and Climate: Beckendorff Junior High will attract, retain, and support high quality staff members to optimize their impact on student learning and while creating a culture of community, and high morale on campus. By May of 2025, the School Management pillar on the Culture and Climate survey will be at 8 or above.

Evaluation Data Sources: survey data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: This is a continuing initiative...

Performance Objective 2: Campus administration will work to build capacity and morale in its staff by providing high quality professional development, opportunities for leadership learning and growth, along with opportunities to engage staff through social activities designed to foster a sense of community.

Evaluation Data Sources: Agendas, PD sign in sheets, Morale Magic.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: This is a continuing initiative...

Performance Objective 3: BDJH administration will host a monthly 'Aspiring Leaders' group meeting which will include such topics as resume building, interviewing skills, shadowing opportunities, networking, etc.

Evaluation Data Sources: sign in sheets, agendas

Summative Evaluation: Met Objective

Next Year's Recommendation: This is a continuing initiative...

Performance Objective 4: BDJH has a Sunshine Committee that is responsible for planning and organizing social events both on campus and off campus providing opportunities for staff to connect and build morale.

Summative Evaluation: Met Objective

Next Year's Recommendation: This is a continuing initiative...

Performance Objective 5: BDJH will give staff members opportunities to serve on campus based committees such as PBIS, Sunshine, One to One, Discipline, and the like. These committees will meet monthly to review data, implement new ideas for behavior incentives, campus policies and procedures, and discuss other ways to address student behavior in a positive manner.

Evaluation Data Sources: Agendas, Survey feedback

Summative Evaluation: Met Objective

Next Year's Recommendation: This is a continuing initiative...

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Performance Objective 1: KISD will build awareness in all stakeholders around the current state finance system and its limitations for local control.

Evaluation Data Sources: Community and stakeholder knowledge

Summative Evaluation: Met Objective

Next Year's Recommendation: This is a continuing district driven initiative...

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: The District will identify existing parent and community engagement programs at campuses and district level, and explore opportunities to involve a greater number of stakeholders on/at campuses that have lower engagement rates.

High Priority

Evaluation Data Sources: Programs identified and listed; engagement rates, survey data

Summative Evaluation: Met Objective

Next Year's Recommendation: This is a continuing district driven initiative...

Performance Objective 2: Evaluate and revise existing campus community partnership structures.

Evaluation Data Sources: Revision of community partnerships as necessary

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: This is a continuing district driven initiative...

Performance Objective 3: The District will advance Katy ISD staff into enthusiastic, well-informed advocates for the district's community engagement programs.

Evaluation Data Sources: Clear understanding of community engagement programs

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: This is a continuing district driven initiative...

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Bethke Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: ESF: At CBE we will work to show growth among all sub-populations, ensuring that all groups meet targets by the end of the 2024-2025 school year. Special notice will be given to our sub-populations that include our special education students and our Asian students.

Evaluation Data Sources: Summary Data Reports, Campus CBA's, Classroom Assessments,

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: continue to grow

Performance Objective 2: In addition, targeted ESL students and those needing intervention hours will participate in before/after school extended day support (i.e. Dreambox, tutorials, Amira).

Evaluation Data Sources: Dreambox, tutorials, Amira

Summative Evaluation: Met Objective

Next Year's Recommendation: continue

Performance Objective 3: 80% of 3rd, 4th ,and 5th grade students will show growth this school year as measured on assessments (CBA's, STAAR) in the area of Math.

Evaluation Data Sources: PD given to teachers throughout the school year, targeted on Small group instruction.

Summative Evaluation: Met Objective

Next Year's Recommendation: We will continue with this objective

Performance Objective 4: Overall student attendance will increase for the 2024-2025 school year by 1.5%

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 5: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: Fitness Gram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: continue

Performance Objective 6: ESF: 90% of our teachers will be utilizing small group time efficiently as evidenced by learning walk data and specified small group time built into schedules.

Evaluation Data Sources: Learning walk data, schedules built that indicate small group learning time

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: continue

Performance Objective 7: HB3: The percent of Bethke Elementary 3rd grade students who achieve Meets and above in Reading will increase to 60% by July 2025.

HB3 Goal

Evaluation Data Sources: End of Unit exams, HMH, district assessments

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: continue

Performance Objective 8: HB3: The percent of Bethke Elementary 3rd grade students who achieve Meets and above in Math will increase to 34% by the end of July 2025.

HB3 Goal

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: continue

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Academic vertical teams will meet to discuss/refine campus assessment practices. Data will be examined to determine how teaching is being impacted by our assessment practices. These groups will meet throughout the year (monthly or bi-monthly) to review norms and expectation and provide input and suggestions.

Evaluation Data Sources: Agendas and minutes from each committee and vertical team meeting will be collected and examined to determine input and changes to be made, if any.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: continue

Goal 3: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Bethke Elementary in partnership with our parents and community will continue to develop a PTA and create unique opportunities for parents and community members to support the learners at Bethke Elementary.

Evaluation Data Sources: Volunteer hours and surveys will be collected throughout the school year to determine the effectiveness of our PTA efforts. In addition, Principal Coffee meetings will be held to gain feedback. In addition, parent surveys will be collected to determine community needs and refine our instruction to meet the needs of parents.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: continue

Goal 4: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Bethke will implement the Ron Clark House system as our main source of PBIS. In addition, we will use Character Strong, PurposeFULL people program campus-wide resulting in fewer discipline referrals as compared to discipline data from the past year. Specials teachers as well as the counselor will be involved in teaching these meetings weekly.

Evaluation Data Sources: House leaderboard (visible in the main hall), discipline dashboard, agendas and calendars from PurposeFULL people morning meetings, Counselor Guidance Lesson Plans

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: continue

Performance Objective 2: Bethke will create a partnership with our bus drivers to create a safe environment on the bus which was indicated as the most unsafe space via the Student Safety Survey.

Evaluation Data Sources: student safety survey, training with Ron Clark app, bus matrix, seating charts

Summative Evaluation: Significant progress made toward meeting Objective

Bryant Elementary School Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percentage of Bryant Elementary third grade students who achieve meets and above in reading will increase to 68% by June 2025.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Reading, Katy ISD Literacy Module Assessments

Performance Objective 2: HB3: The percentage of Bryant Elementary fourth grade students who achieve meets and above in math will increase to 64% by June 2025.

High Priority

Evaluation Data Sources: STAAR Math, Katy ISD Math Checkpoints, Campus-based Assessments

Performance Objective 3: 100% of fifth grade teachers will implement McGraw-Hill curriculum with fidelity.

Evaluation Data Sources: Lesson plans, Assessments and Walkthroughs

Performance Objective 4: Increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: ESF: 90% of Bryant Elementary general education teachers will increase a level on the instructional monitoring tool by May 2025.

Evaluation Data Sources: T-TESS, Math Look-For monitoring tool and Instructional Practice Guides

Goal 3: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Build strategic partnerships with parents which engage the entire community.

Goal 4: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Bryant Elementary will continue to expand the use of the Ron Clark House System to include parents and families.

Evaluation Data Sources: discipline data, school safety survey and staff feedback

Performance Objective 2: Increase the 24-25 daily student attendance by 1% through the implementation of an attendance improvement plan.

Evaluation Data Sources: ADA data from 2023-2024

Performance Objective 3: Foster a school culture of kindness and care that is instilled in all students

Campbell Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Campbell Elementary will meet each nine weeks to collaborate in regards to improvement for safety, security, and a positive learning environment in efforts to reduce discipline incidents by 5%.

Evaluation Data Sources: PBIS Data, Discipline Data, Teacher and Student Feedback

Summative Evaluation: Met Objective

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percentage of Campbell Elementary students to meet the passing standard of approaching grade level will be 90% or higher on all STAAR assessments and in each student group.

Evaluation Data Sources: 2025 STAAR Data

Summative Evaluation: Met Objective

Performance Objective 2: HB3: The percent of Campbell Elementary 3rd grade students who achieve Meets and above in Math will increase to 80% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR 2025 Data

Performance Objective 3: HB3: The percent of Campbell Elementary 3rd grade students who achieve Meets and above in Reading will increase to 86% by July 2025.

HB3 Goal

Performance Objective 4: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Performance Objective 5: Continue to increase our campus student attendance this year by at least .2% to ensure students are at school for instruction

High Priority

Evaluation Data Sources: attendance data

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: 100% of Campbell Students will wear and utilize their RFID badge provided by the district.

Evaluation Data Sources: Observation/Feedback

Summative Evaluation: Met Objective

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: 100% of Campbell Elementary grade level teams will work collaboratively to analyze data to meet the needs of students during small group instruction.

Evaluation Data Sources: Planning Agendas, Assessment Data, STAAR Data

Summative Evaluation: Met Objective

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Campbell Elementary will provide opportunities, inclusive of professional development, to build capacity of teachers, principals, and other staff to integrate multiple technology tools relevant to the digital learner.

Evaluation Data Sources: Bright Bytes Data, Lesson Plans, Survey Data

Summative Evaluation: Met Objective

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Campbell Elementary will meet or exceed an 8 on all pillars of the Culture and Climate Survey.

Evaluation Data Sources: Staff Survey Data, Culture and Climate Survey Data, Staff Retention Data

Summative Evaluation: Met Objective

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Performance Objective 1: Campbell Elementary will allocate budget resources to provide the materials and professional development teachers need for students to meet their academic goals.

Evaluation Data Sources: Budget, Professional Development Survey Data, Professional Development Plan, STAAR Data, Bright Byte Survey Data

Summative Evaluation: Met Objective

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: The faculty and staff of Campbell Elementary will work collaboratively with parents and the community to establish and maintain a safe, supportive and positive learning environment that will promote high academic achievement and experiences for all students.

Evaluation Data Sources: Family Night Attendance, PTA Memberships, Survey Data

Summative Evaluation: Met Objective

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Campbell Elementary will implement school safety and involvement programs to promote awareness and maintain a safe school
environment.

Evaluation Data Sources: Positive Office Referrals, Kindness Crew Agendas and Calendar, Bully Survey Data, PBIS Committee Data

Summative Evaluation: Met Objective

Cardiff Junior High School Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: In order to provide a WELL-ROUNDED learning program, Social Studies teachers will increase the number of GT students that achieve a score of MEETS GRADE LEVEL on the 8th Grade Social Studies STAAR Assessment to 95%.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: Social Studies teachers will increase the percentage of Special Education students scoring at MEETS GRADE LEVEL on the Social Studies STAAR Assessment to 20%.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: Social Studies teachers will increase the number of EL students who achieve a score of MEETS GRADE LEVEL on the Social Studies STAAR Assessment to 25%.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 4: Social Studies teachers will increase the percentage of students scoring at MEETS GRADE LEVEL on the Social Studies STAAR Assessment to 35%.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 5: In science 60% of ALL students will score at Meets Grade Level on CBA and DLA assessments.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 6: In science 35% of special education students will score at Meets Grade Level on CBA/DLA assessments.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 7: In science 55% of EL students will score at Meets Grade Level on CBA and DLA assessments.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 8: In order to provide WELL-ROUNDED learning in science 60% of KAP/GT students will score at the Masters Grade Level on CBA and DLA assessments.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 9: RLA teachers will increase the percentage of ALL students scoring Approaches Grade Level on STARR to 75% in each grade levels, and ALL SPED students to 45% in each grade level as evidenced by CBA, DA, and STAAR 2025 data.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 10: RLA teachers will partner with the interventionist to advance the students in the At-Risk category by utilizing CBA, Interim Assessment, etc., data.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 11: In math, students in grades 6-8 will progress by 10% in the Meets performance category as measured by STAAR accountability.

Summative Evaluation: No progress made toward meeting Objective

Performance Objective 12: In math, teachers in grades 6-8 will increase performance by placing intentional emphasis on identified student groups.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 13: PE teachers will increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Some progress made toward meeting Objective

Goal 2: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: CJH will reduce instances of misbehavior in the classroom as measured by discipline referrals to the Assistant Principals and as measured by staff surveys.

Evaluation Data Sources: Comparison of data from school year 2022-23 to data from school year 2023-24.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: CJH will increase student average daily attendance by 0.5% for the 2024-25 school year as compared to the 2023-24 school year.

Summative Evaluation: Some progress made toward meeting Objective

Goal 3: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: CJH leaders will increase teacher/staff retention, staff connectedness, and overall satisfaction with being a member of the Cardiff staff.

Evaluation Data Sources: Ongoing district/campus culture-climate survey; annual staff survey; new staff "stay interviews" (conducted at the end of the school year); check-in meeting conducted by the Principal with each staff member over the course of the school year.

Summative Evaluation: Some progress made toward meeting Objective

Goal 4: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Cardiff Junior High will assist parents and students with transitioning successfully from elementary to junior high and from junior high to high school.

Summative Evaluation: Some progress made toward meeting Objective

Goal 5: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Cardiff JH teachers will increase student academic growth and learning for ALL students by increasing our use of differentiated learning in the classroom.

Summative Evaluation: Some progress made toward meeting Objective

Cimarron Elementary School Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Cimarron Elementary will provide a safe environment for staff, students and families 100 percent of the time.

Evaluation Data Sources: Weekly door check logs, Raptor drill information

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Every student at Cimarron Elementary will demonstrate at least one year's worth of growth in Reading within the KISD reading expectations, as measured by the district reading growth measurement.

Evaluation Data Sources: Growth measurement assessments such as Amira, HMH Growth Measure, TxKEA

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to target this.

Performance Objective 2: The overall STAAR Reading Average %AMM (Approaches, Meets, Masters) will improve ten percentage points from 2023 to 2024.

Evaluation Data Sources: STAAR data, 2024 Accountability Report

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: This remains an area of focus.

Performance Objective 3: The overall STAAR Math Average %AMM (Approaches Meets Masters) will improve 12 percentage points from 2023 to 2024.

Evaluation Data Sources: STAAR results, Accountability information for 2024

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: This continues to be an area of focus.

Performance Objective 4: The overall STAAR Science Average %AMM (Approaches, Meets, Masters) will improve 12 percentage points from 2023 to 2024.

Evaluation Data Sources: STAAR data, 2024 Accountability Report

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Growth in science continues to be an area of need.

Performance Objective 5: HB3 - The percent of Cimarron Elementary 3rd grade students who achieve Meets and above in Reading will increase to 3% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR Scores, 2024 Accountability Ratings

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue

Performance Objective 6: HB3 - The percent of Cimarron Elementary 3rd grade students who achieve Meets and above in Math will increase to 21% by July 2025.

HB3 Goal

Evaluation Data Sources: Comparison of the 2023 to 2024 STAAR Scores for Math

Summative Evaluation: No progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 7: The percent of students demonstrating Meets or Exceeds Progress levels on STAAR Reading and STAAR Math will increase by 10% for each subject as compared to the 2024 progress measures.

Evaluation Data Sources: STAAR data, 2024 State Accountability

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Student Achievement continues to be an area of focus for CE.

Performance Objective 8: SI/ESF: 75% of Cimarron Elementary teachers will exhibit Math Look Fors and Literacy Instruction indicators from our CE Instructional Roadmap.

Evaluation Data Sources: Instructional RoadMap Data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue.

Performance Objective 9: Performance of our special education students will increase in both their achievement and progress towards individual goals as well as their STAAR Performance will increase by at least 10% in all subject areas.

Evaluation Data Sources: IEP Progress Reports, STAAR Performance

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Special Education cotinues to be an opportunity for growth.

Performance Objective 10: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 11: Increase the number of students participating in fine arts competitions, including music and art, both at and beyond the district level.

Evaluation Data Sources: Student participation and placement in district competitions.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 12: At Cimarron Elementary, 60% of students in grades 3-5 will be scored as correct on their Short Constructed Response answers on the RLA 2025 STAAR test.

Evaluation Data Sources: Literacy Module Assessment SCR student responses, student reading response exit tickets and notebook entries

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 13: At Cimarron Elementary, at least 40% of students in grades 3-4 will receive a score of 4 or higher on their Extended Constructed Response answer on the RLA 2025 STAAR test. At least 55% of students in grade 5 will receive a score of 4 or higher.

Evaluation Data Sources: Literacy Module Assessment ECR student responses, student reading response exit tickets and notebook entries

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: Teachers are informed of the English language proficiency levels of the English learners in their classrooms, and teams actively utilize the ELPs to provide meaningful opportunities for EBLs to develop social and academic English proficiency in listening, speaking, reading and writing.

Evaluation Data Sources: Planning agendas, lesson plans

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Performance Objective 2: Cimarron Elementary will more effectively identify Gifted students and better serve their needs in the elementary K-5 classroom.

Evaluation Data Sources: GT Testing data

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue

Performance Objective 3: Cimarron Elementary will improve their overall Average Daily Attendance (ADA) rate from 94.8% in the 2023-24 school year to 95.30% in the 2024-25 school year.

Evaluation Data Sources: ADA rates

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Students and Teachers will use data to inform decision making regarding goal setting and instruction in Reading and Math. Informal reviews will be held following every CBA, and formal reviews will be held quarterly.

Evaluation Data Sources: DAs, CBAs, STAAR, Math Checkpoints, Dreambox Reports

Performance Objective 2: All students new to Cimarron Elementary will be pre-assessed within 5 days of enrollment in order to determine academic

levels and plan necessary interventions.

Evaluation Data Sources: Math Inventory, Amira data, Counselor Personal Survey, Math Running Records, Dreambox Launchpad

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively and efficiently provide best-in-class technology to accomodate, educate and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Technology will be implemented effectively in all classrooms to enhance the learning experience and improve technological skills of all students.

Evaluation Data Sources: Lesson plans, walk-throughs, BrightBytes Survey

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: New Teachers will be supported professionally before, during, and/or after school to meet their individual needs and increase student achievement.

Evaluation Data Sources: Retention rate, TTESS

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Performance Objective 2: 90% of Cimarron teachers will perform at the proficient or above level according to the T-TESS evaluation or alternate instrument.

Evaluation Data Sources: EOY Conference data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue.

Performance Objective 3: Cimarron Leadership Team will collaborate to interview and select high quality teaching and support candidates for hire.

Evaluation Data Sources: Talent Ed Requisitions, New Hire Credentials

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue.

Performance Objective 4: Cimarron Elementary will have a positive and supportive climate and culture for all staff

Evaluation Data Sources: Pulse surveys, Reflection Forms

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Increase parent and family engagement by offering a variety of activities and events to support the whole child

Evaluation Data Sources: Parent sign in sheets, Parent volunteer hours

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue.

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Cimarron Elementary will utilize preventive strategies to increase the emotional well-being of students and provide a well-rounded education through positive support systems (ie House System, Community Circles and the implementation of school-wide social emotional learning programs) and continuing tiered levels of identification and intervention to monitor, assist and reduce the number of students who exhibit disruptive discipline behaviors (physical contact and noncompliance).

Evaluation Data Sources: Strive Portfolio, Discipline Referrals, Classroom Observation Data, MTSS

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Cinco Ranch High School Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Increase the percentage of students from Meets to Masters in all EOC courses by 2%

Evaluation Data Sources: Mid Year district and campus assessments, and STAAR, TEA Accountablility Report

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: The percent of Cinco Ranch High School students who achieve the CCMR target will increase to to 84% by July 2025.

Evaluation Data Sources: Campus Report

Summative Evaluation: Met Objective

Performance Objective 3: Increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Goal 2: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Provide professional development opportunities for instructional strategies, Canvas support, lesson planning etc., through Think Tank Thursday sessions to meet the needs of classroom teachers.

Evaluation Data Sources: Professional Development opportunites, Think Tank attendance, learning walks, and classroom observations

Summative Evaluation: Met Objective

Goal 3: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: CRHS would like to increase parental engagement in the educational process as well as PTSA memberships for the 2024-25 school year by simplifying the process and doing more frequent marketing.

Evaluation Data Sources: Membership report

Summative Evaluation: Met Objective

Goal 4: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: CRHS Counselors will continue to lead a variety of student groups such as grief, anxiety, new to Cinco Ranch, etc to support students in need.

Evaluation Data Sources: Conference with lead counselor and associate principal, student surveys on school culture

Summative Evaluation: Met Objective

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: 1:1 professional development and continuing education for staff regarding how to fully implement technology into the classroom

Evaluation Data Sources: Self-reflective tracking tool, student survey

Summative Evaluation: Exceeded Objective

Performance Objective 2: Students will be provided opprotunities to use technology as a school wide resource. Counselor office will provide canvas assignments, opportunities to learn harmful effects of vaping, College and career facilitator will provide opportunities during 3.5.

Evaluation Data Sources: Student complete of vaping courses, Counseling assignments and CCF reports

Summative Evaluation: Met Objective

Cinco Ranch Junior High Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By May 2025, at least 85% of students in 90% of classes will consistently be behaviorally engaged in classroom instruction.

High Priority

Evaluation Data Sources: Walkthrough checklist, discipline reports.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue goal adding cognitive engagement

Performance Objective 2: Increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Goal 2: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: By May of 2025, the School Management pillar on the Culture and Climate survey will be at 8.0 or above.

High Priority

Evaluation Data Sources: Pulse Survey results, Teacher Interviews

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue goal with 8.0 target score.

Goal 3: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Information on violence prevention and bullying prevention will be provided to parents, students, and teachers.

Evaluation Data Sources: Speak Up App Records
Newsletters
Counselor & Assistant Principal Presentations

Summative Evaluation: Exceeded Objective

Performance Objective 2: CRJH will increase student daily attendance rate by .5% or more for the 2024-2025 School Year.

High Priority

Evaluation Data Sources: ADA records.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue creating new attendance incentives for students and reaching out to parents.

Goal 4: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Increase communication with parents regarding events and opportunities offered at the campus and district level.

Evaluation Data Sources: communications sent, parent participation at campus events

Summative Evaluation: Significant progress made toward meeting Objective

Creech Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3 - The percent of 3rd grade Creech Elementary students who achieve meets and above in Literacy will increase to 75% by July 2025.

HB3 Goal

Evaluation Data Sources: CBAs, STAAR

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue strategies of intentional planning, data disaggregation, and vertical team PLCs to ensure high quality instruction is consistent in all classrooms.

Performance Objective 2: HB3 - The percent of 3rd grade Creech Elementary students who achieve meets and above in Math will increase to 62% by July 2025.

HB3 Goal

Evaluation Data Sources: CBAs, STAAR

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: Increase the number of students participating scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Summative Evaluation: Met Objective

Performance Objective 4: Students achieving Meets and Master's on 5th grade Science STAAR will increase from 54% to 60% by June 2025.

Evaluation Data Sources: 5th grade STAAR

Summative Evaluation: Some progress made toward meeting Objective

Goal 2: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Creech Elementary will involve and engage stakeholders through unique events, partnerships, and educational outreach opportunities throughout the school year that supports the social and emotional needs of students.

Summative Evaluation: Met Objective

Goal 3: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: SCE will utilize the framework of MTSS to address the emotional needs and well-being of all students through a coordination of all campus support systems in place at Creech.

Summative Evaluation: Met Objective

Davidson Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percentage of Davidson Elementary 3rd grade students who achieve Meets and above in Math on STAAR will increase to 76% by July 2025.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR

Performance Objective 2: By July 2025, 90% of all 5th-grade students will meet standards on the Science STAAR assessment.

Evaluation Data Sources: STAAR

Performance Objective 3: HB3: The percentage of Davidson Elementary 3rd grade students who achieve Meets and above in Reading on STAAR will increase to 73% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR

Goal 2: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Support initiatives to increase staff and student engagement by addressing behavioral, social, health, and emotional needs to create a positive learning and working environment as evidenced by a decrease in discipline referrals and out-of-class placements and an increase in staff morale.

Evaluation Data Sources: Discipline reports
Surveys
House System
Dragon In Training
Community Circle Observation
Lesson Plans

Performance Objective 2: Davidson Elementary will increase daily attendance by at least five students

Evaluation Data Sources: Daily Attendance

Goal 3: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: By May of 2025, Davidson Elementary will ensure resources and professional development are appropriately allocated to maximize student and teacher engagement and growth.

Evaluation Data Sources: Attendance and student progress

Performance Objective 2: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram
Class Observation,
Formative and Summative fitness skill assessments

Exley Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: JEE will meet closing the gaps performance targets for academic achievement for all sub populations included in accountability.

Evaluation Data Sources: At the end of the year, STAAR data will be used for Meets Grade Level Expectations to determine if this goal was met.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: JEE will strengthen small group instruction by establishing standards and expectations.

Evaluation Data Sources: At the end of the year, STAAR Domain II Student Progress data (Longitudinal Data Report) and T-TESS data to determine if the goal was met.

Summative Evaluation: Met Objective

Performance Objective 3: HB3: The percent of 3rd grade JEE students who achieve Meets Grade Level Expectations and above in Math will increase to 59% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR data for 3rd grade Meets Grade Level Expectations and above will be used to determine if this goal is met.

Summative Evaluation: Met Objective

Performance Objective 4: HB3: The percent of 3rd grade JEE students who achieve Meets Grade Level Expectations and above in Reading will increase to 70% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR data for 3rd grade Meets Grade Level Expectations and above will be used to determine if this goal is met.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 5: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, classroom observations, and formative and summative fitness skill assessments will be utilized.

Summative Evaluation: Met Objective

Performance Objective 6: JEE's daily average attendance will increase from 95.74% to 96.24%.

Evaluation Data Sources: Average Daily Attendance

Summative Evaluation: Met Objective

Goal 2: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Exley Elementary will provide multiple layers of support to teachers with zero and one year of experience.

Evaluation Data Sources: First Year Teacher Feedback Survey and New Teacher Retention

Summative Evaluation: Met Objective

Goal 3: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Provide family engagement opportunities for families of our EBs.

Evaluation Data Sources: TELPAS Data

Goal 4: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Training for teachers will be provided and activities for our student body will be planned that will lead to developing cultural awareness, character development, and providing strategies for students to use when dealing with stress.

Evaluation Data Sources: Community services activities, character building education, team building activities, staff trainings

Summative Evaluation: Significant progress made toward meeting Objective

Faldyn Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Faldyn Elementary will create a safe environment for all staff, students, and campus visitors.

Evaluation Data Sources: Visitor Logs, Raptor Drill Log, Discipline Data

Summative Evaluation: Met Objective

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percent of Faldyn Elementary students who achieve Meets and above in 3rd Grade STAAR Reading Language Arts will increase to 50% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR RLA

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: On the Spring 2025 STAAR Reading Language Arts assessments, 80% of students will score at the approaches level and 51% at meets or above.

Evaluation Data Sources: STAAR RLA

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: HB3: The percent of Faldyn Elementary students who achieve Meets and above in 3rd Grade STAAR Math will increase to 32% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR Math

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 4: On the Spring 2025 STAAR Math assessments, 70% of students will score at the approaches level and 40% at meets or above.

Evaluation Data Sources: STAAR Math

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 5: EB: The percentage of students increasing at least one proficiency level on the Spring 2025 TELPAS Composite will increase by at least 2% when compared to Spring 2024 results.

Evaluation Data Sources: TELPAS Scores

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 6: Increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Performance Objective 7: Attendance: Faldyn Elementary will see an attendance rate of 95% or higher.

Evaluation Data Sources: Attendance Dashboard

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 8: On the Spring 2025 STAAR Science assessment, 70% of students will score at the approaches level and 40% at meets or above.

Evaluation Data Sources: STAAR Science

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 9: SI: Teachers will be in small group instruction, targeting individual student needs, at the designated time in greater than 90% of observed opportunities.

Evaluation Data Sources: Leadership team observation data

Summative Evaluation: Significant progress made toward meeting Objective

Goal 3: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Teachers will utilize data from formative and summative assessments to inform instructional decisions for both whole group and small group instruction. At least two summative assessments per grading period will be used in math and RLA.

Evaluation Data Sources: Formative Assessments
Summative Assessments
Small & Whole Group Lesson Plans

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: Teachers will model and foster a growth mindset in students by setting growth goals and monitoring student progress throughout the school year.

Evaluation Data Sources: Data trackers, assessment data, Amira, Dreambox, Progress Learning

Summative Evaluation: Some progress made toward meeting Objective

Goal 4: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: 100% of teachers will score at the proficient level or higher on Domain IV of T-TESS or similar domain on an alternate instrument.

Evaluation Data Sources: Strive / End of Year Conferences

Summative Evaluation: Significant progress made toward meeting Objective

Goal 5: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Faldyn Elementary will offer at least two parent engagement opportunities during the school year.

Evaluation Data Sources: Volunteer Hours, Surveys, Calendar of Events

Summative Evaluation: Met Objective

Goal 6: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Faldyn Elementary will support student and staff well-being by providing targeted instruction on social-emotional learning and behavior.

Evaluation Data Sources: Rethink SEL; Discipline Dashboard

Summative Evaluation: Significant progress made toward meeting Objective

Fielder Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: All instructional staff will sucessfully implement the new FE lesson planning template at least 7 weeks out of each 9 week grading period.

Evaluation Data Sources: Planning sheets, Small Group documentation, MTSS meetings

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Work with new teams to adjust roles and planning structure, continue with PDRs, all teachers will have a data binder, and we will add a data wall to track all student progress.

Performance Objective 2: HB3 - The percent of Fielder Elementary students who achieve Meets and above in Reading will increase to 71% by July 2025.

HB3 Goal

Evaluation Data Sources: CBA, DLA, Amira, STAAR Reading Data, TPRI, TXKEA

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: HB3 - The percent of Fielder Elementary students who achieve Meets and above in Math will increase to 61% by July 2025.

HB3 Goal

Evaluation Data Sources: CBA, DLA, STAAR Math Data

Performance Objective 4: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with current plan and add additional components

Goal 2: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: Fielder Elementary will continue to utilize our attendance program to ensure an increase in staff and student attendance.

Evaluation Data Sources: ADA attendance

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Modify current plan to show more steady increase.

Goal 3: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Goal 4: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Fielder Falcons will demonstrate behaviors and attitudes which contribute to an engaging, positive, and caring learning environment.

Evaluation Data Sources: Discipline Data, House System/CHAMPS data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with events and include a Multicultural Family Event

Performance Objective 2: Feilder Elemntary staff will create at least 4 opporunities throughout the year to meet with all stakeholders, including students, parents and community members to build collaborate relationships.

Evaluation Data Sources: Calendar, photos, surveys, agendas

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue events and meet with stakeholders to plan events that are most beneficial to families including a curriculum night and a Trunk or Treat Event.

Franz Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By the end of the 2024-2025 school year, the percentage of all Franz students at the Meets level in all sub-groups will increase by 20% for reading.

High Priority

HB3 Goal

Evaluation Data Sources: At the end of the year we will use STAAR Reading performance scores for all student sub groups to determine if this performance objective was met.

Summative Evaluation: Met Objective

Performance Objective 2: By the end of the 2024-2025 school year, the percentage of all Franz students at the Meets level in all sub-groups will increase by 20% for math.

High Priority

Evaluation Data Sources: At the end of the year we will use STAAR Math performance scores for all student sub groups to determine if this performance objective was met.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: By the end of the 2024-2025 school year, the percentage of all Franz students at the Meets level in all sub-groups will increase by 25% for science.

High Priority

Evaluation Data Sources: At the end of the year, we will use STAAR Science performance scores for all student sub groups to determine if this performance objective was met.

Summative Evaluation: Met Objective

Performance Objective 4: By the end of the 2024-2025school year, Franz Elementary will close the performance gap for all student groups in all areas by at least one year's growth as measured by STAAR.

High Priority

Evaluation Data Sources: At the end of the year we will use STAAR scores and domain III data to determine that the performance gap was closed for all students in all

groups at approaches and above.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 5: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Performance Objective 6: HB3: The percent of Franz Elementary 3rd grade students who achieve Meets or above in Reading will increase to 38% by June 2025.

High Priority

HB3 Goal

Evaluation Data Sources: Grade level common assessments
District level assessments
STAAR Reading data

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 7: HB3: The percent of Franz Elementary 3rd grade students who achieve Meets or above in Math will increase to 30% by June 2025.

High Priority

HB3 Goal

Evaluation Data Sources: Grade level common assessments
District level assessments
Math STAAR data

Summative Evaluation: Some progress made toward meeting Objective

Goal 2: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: Franz Elementary will carefully plan the allocation of all resources by doing quarterly reviews to determine the impact it has on students achievement and learning in order to improve student learning and achievement.

Evaluation Data Sources: At the end of the year, we will use STAAR performance scores for all student groups with special attention towards economically disadvantaged, special education, and EB students' groups to determine if this performance objective was met

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: SI/ESF
90% for 3rd-5th grade reading and math teachers will score in the mastery level in implementing targeted small group instruction, as evidenced by the small group rubric, by the end of the academic year.

High Priority

Evaluation Data Sources: Campus Small group rubric and campus look fors checklist

Summative Evaluation: Some progress made toward meeting Objective

Goal 3: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Throughout the year, all staff will use multiple data sources to make instructional decisions to improve student learning outcomes.

Evaluation Data Sources: At the end of the year , we will use a variety of data points to assess student growth.

Summative Evaluation: Significant progress made toward meeting Objective

Goal 4: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: All teachers will integrate technology applications and/or tools in at least 10 lessons per nine weeks as indicated through classroom walkthroughs and lesson plans.

Evaluation Data Sources: Lesson plans
Learning walks, walk throughs, and observations

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue and Modify

Goal 5: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: By the end of the school year, Franz will retain at least 90% of its staff.

Evaluation Data Sources: Number of teachers on the transfer list and the number of teachers who resign.

Summative Evaluation: Met Objective

Performance Objective 2: 95% of teachers will score at the Proficient or above level for Domain 4 according to T-TESS or an alternate appraisal instrument.

Evaluation Data Sources: End of the year summative evaluations

Summative Evaluation: Met Objective

Goal 6: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Franz Elementary will promote parent and community engagement by offering a variety of activities, events and committees that support student learning.

Evaluation Data Sources: Franz Elementary will increase parental engagement and participation in all school-wide activities, events and committees by 15%

Summative Evaluation: Some progress made toward meeting Objective

Goal 7: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Franz Elementary will promote Positive Behavior Interventions and Supports to decrease the number of behavior infractions that warrant an office referral to ensure that all students are receiving a well-rounded education.

Evaluation Data Sources: Campus discipline data

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: At least 95% of Franz Elementary students will meet the state requirements for attendance.

Evaluation Data Sources: Looking at the number of student tardies and absences as reported by PEIMS.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: All stakeholders will be informed on ways to prevent violence and bullying.

Summative Evaluation: Some progress made toward meeting Objective

Freeman High School Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: FHS will establish a safe and secure physical environment for all students and staff.

High Priority

HB3 Goal

Evaluation Data Sources: Weekly door checks, safety audits, SpeakUp, Behavioral Threat Assessments, Safety Drills, Pulse survey data.

Summative Evaluation: Met Objective

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: 85 % of students will show a year's worth of growth in literacy across all disciplines by the end of the school year.

Evaluation Data Sources: Campus, District and State assessments

Summative Evaluation: Met Objective

Performance Objective 2: Increase participation, retention, and achievement in Advanced Academics. as measured by enrollment and multiple sources of data.

Evaluation Data Sources: Campus enrollment and multiple sources of data

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue to grow advanced academics on our campus

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: 80% of teachers will effectively utilize backwards design and data protocols when disaggregating formative and summative

data to drive better instructional decisions.

Evaluation Data Sources: Collaborative Team Meeting agendas
Guiding Coalition Collaborative Team Rubric

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue the PLC Academy work (year 2) and train new staff.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: All students will be provided with needed technology to support campus and district instructional goals.

Evaluation Data Sources: KAMS
Canvas utilization

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to train new staff during onboarding.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Staff will participate in intentional professional development in order to meet student and staff needs.

Evaluation Data Sources: Eduphoria rosters
New teacher mentor program participation

Summative Evaluation: Met Objective

Performance Objective 2: FHS will support and retain quality staff by focusing on climate and culture.

Evaluation Data Sources: Staff rewards, implementation on Character Strong and Jostens Renaissance framework, and Pulse survey data and feedback.

Summative Evaluation: Exceeded Objective

Performance Objective 3: As FHS continues to experience growth, we will actively recruit new staff to reflect our campus culture, mission, vision, and core values.

Evaluation Data Sources: Staff retention

Summative Evaluation: Met Objective

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: FHS will establish opportunities for stakeholders to engage with the campus.

Evaluation Data Sources: Parent Meetings, Mission/Vision Committee, Meet and Greets, PTA and Booster Club meetings and memberships, The Golden Method and Flight Camp participation, Smore and Canvas analytics, International Festival participation, and Community Health Fair.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Will look to have an International Fair and Health Fair for year #2

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: FHS will actively implement district protocols to ensure the emotional needs of students are met.

Evaluation Data Sources: Visits with Counseling Staff, participation in Character Strong and Jostens Renaissance frameworks

Summative Evaluation: Met Objective

Performance Objective 2: Implementation district standards for violence prevention and mitigation. Information on violence prevention and bullying will be provided to parent, students, and teachers.

Evaluation Data Sources: SpeakUp tip analytics, Navigate 360 submissions, campus violent discipline data

Summative Evaluation: Met Objective

Golbow Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percentage of 3rd-grade students who achieve Meets and above on Reading STAAR will increase to 51% by July of 2025.

High Priority

HB3 Goal

Evaluation Data Sources: Interim data, Amira data, BOY Growth Measure, MOY Growth Measure, Module Assessments, STAAR Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Increase accountability with small group instruction throughout the school year with initial implementation at the beginning of the year. IC will provide continuous professional development throughout the school year on effective use of data to inform the small group work.

Performance Objective 2: Students reading and math STAAR scores will increase by 7 percent at the Meets level in 3rd, 4th, and 5th grade math, reading, and science STAAR.

High Priority

Evaluation Data Sources: Campus based assessments, DLAs, checks for understandings, interims, and STAAR.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Increase accountability with small group instruction throughout the school year with initial implementation at the beginning of the year. IC will provide continuous professional development throughout the school year on effective use of data to inform the small group work.

Performance Objective 3: HB3: The percentage of 3rd-grade students who achieve Meets and above on Math STAAR will increase to 37% by July of 2025.

High Priority

HB3 Goal

Performance Objective 4: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Goal 3: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Recruit and retain teachers.

Goal 4: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Golbow Elementary will assist families' ability to support student learning at home by sharing goals and standards, and by providing at-home strategies that align with instructional practice and learning standards

High Priority

Evaluation Data Sources: Guardians who attend the event will leave with at least 2 strategies and knowing how to use the 2 strategies with their student to support their child's learning.

Goal 5: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Discipline referrals will decrease by 10 percent and check-ins will increase by 10 percent.

High Priority

Evaluation Data Sources: Discipline referrals and check-in data

Griffin Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The faculty at MGE will use the 6 Phases of Learning to engage the learner and increase student learning in ELAR in third and fourth grade from the average of approaching, meets and masters by 2% in each grade level.

Evaluation Data Sources: STAAR results in 3rd and 4th grade

Performance Objective 2: HB3: The percent of Griffin Elementary 3rd Grade students who achieve meets and above in Reading will increase to 82% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR

Performance Objective 3: HB3: The percent of Griffin Elementary 3rd Grade students who achieve meets and above in Math will increase to 76% by July 2025.

HB3 Goal

Performance Objective 4: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: At Griffin Elementary School, we will continue to monitor attendance and offer incentives to improve daily attendance through the use of RaaWee, the district plan of action and student incentives for daily attendance by .05%.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: MGE will send teachers and administrators to national conferences in ELAR, Math, Science and Technology, Learning and the Brain and Leadership.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: MGE will continue to use the House System to foster student leadership, foster academic commitments and build a community of learners.

Evaluation Data Sources: Parent, staff and student surveys regarding the House System. Participation in House Challenges

Haskett Junior High Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Provide a variety of learning experiences that address distinct learning needs, interests, aspirations, and cultural backgrounds of all learners.

Evaluation Data Sources: Feedback surveys, six weeks grades, Lesson plan review

Performance Objective 2: All learning environments will foster engagement by integrating personalized learning experiences.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Performance Objective 3: All emergent bilingual (EB) students with parent approval for ESL program participation minimally receive English Language Arts and Reading (ELAR) instruction by teachers who are certified in ESL, along with ELAR certification for the appropriate grade level(s).

Evaluation Data Sources: List of ESL Certified teachers

Performance Objective 4: Teachers are informed of the English language proficiency levels of emergent bilingual (EB) students in their classrooms, and Professional Learning Communities actively utilize the English Language Proficiency Standards (ELPS) to provide meaningful opportunities for EBs to develop social and academic English proficiency in listening, speaking, reading and writing. We will continue to provide opportunities for our EB/ESL students to access the curriculum and be a part of the school.

Performance Objective 5: Teachers of emergent bilingual (EB) students participate in professional development that addresses instruction that is sheltered and culturally responsive.

Goal 2: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: The Office of School Improvement will create and communicate a continuous improvement planning model with three checkpoints for each campus, to be implemented throughout the 2024-2025 school year.

Performance Objective 2: The District will foster efficacy of the assessment cycle where teams use data protocols to design purposeful instruction.

High Priority

Evaluation Data Sources: Local Assessment calendar, professional development calendar, district protocols

Performance Objective 3: Haskett JH will decrease the percentage of students failing one or more grading periods in a (core content/grade level) by 10% by the end of the year.

High Priority

Evaluation Data Sources: End of Grading Period data

Performance Objective 4: SI: 80% of teachers will master three of the 5 elements of the Fundamental Five teaching Strategies by the end of the school year.

High Priority

Evaluation Data Sources: Classroom observations and teacher feedback

Goal 3: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: The District will define a proficiency standard for all stakeholders and establish a training pathway for digital and security best practices. As a new 1:1 campus, we will train staff and students on security best practices.

Evaluation Data Sources: Proficiency standard established

Goal 4: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: All campuses and departments will be 100% staffed with highly effective, certified (if applicable) personnel.

High Priority

Evaluation Data Sources: Recruiting records, hiring timelines, and retention reports

Performance Objective 2: The district will expand the teacher mentoring program to address the needs of all teachers- both experienced and inexperienced teachers.

High Priority

Goal 5: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: The District will identify existing parent and community engagement programs at campuses and district level, and explore opportunities to involve a greater number of stakeholders on/at campuses that have lower engagement rates.

Evaluation Data Sources: Programs identified and listed; engagement rates, survey data

Performance Objective 2: Provide parent engagement activities to parents/guardians of emergent bilingual (EB) students that is supplemental to the services provided to all parents.

Performance Objective 3: Provide family engagement (parent and child together) activities for families of emergent bilingual (EB) students that is supplemental to the services provided to all families.

Goal 6: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: All campuses and departments will meet the required components of the comprehensive district safety plan and state safety requirements.

Evaluation Data Sources: Safety and security audits and safety documentation (fire drill logs).

Performance Objective 2: The District will enhance the established multidisciplinary approach to proactively support student emotional well-being.

Evaluation Data Sources: Outline and definition of system

Performance Objective 3: The District will create opportunities for education and training and will continue to provide ongoing support tailored to students, staff, and parents concerning emotional well-being.

Evaluation Data Sources: Listing of sessions; attendance/involvement rates

Performance Objective 4: The campus will work to decrease the amount of time students spend out of the classroom for violations of the Student Code of Conduct.

Evaluation Data Sources: Discipline reports

Performance Objective 5: This year at least 90% of students in 90% of classes will consistently be on task (engaged) in participating and completing

classroom activities through positive contributions to the learning environment by the end of the year.

High Priority

Evaluation Data Sources: Discipline reports, classroom observations, teacher feedback

Performance Objective 6: The Campus will work to increase consistent student attendance.

High Priority

Evaluation Data Sources: Daily attendance reports, Raawee Dashboard

Hayes Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3- The percent of third grade Hayes Elementary students who achieve Meets and above in Reading will increase to 67% by July 2025.

HB3 Goal

Evaluation Data Sources: 2025 STAAR data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Although STAAR scores have not been released, our RLA interims lead for significant progress in this area. We will continue to focus on growing our Meets and Masters.

Performance Objective 2: HB3- The percent of third grade Hayes Elementary students who achieve Meets and above in Math will increase from 59% by July 2025.

HB3 Goal

Evaluation Data Sources: 2025 STAAR data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Although STAAR scores have not been released, our math interims lead for significant progress in this area. We will continue to focus on this area.

Performance Objective 3: JHE staff will work to close gaps among all sub populations to ensure all groups tested on STAAR meet the Domain III targets.

Evaluation Data Sources: 2025 STAAR Data

Summative Evaluation: Met Objective

Next Year's Recommendation: Although STAAR scores have not been released, we have focused on intentional small group instruction based on data. We will use the STAAR data to plan for next year.

Performance Objective 4: 90% of students will be behaviorally engaged in 100% of classrooms in 1st-5th grade when observed during a 10 minute period.

Evaluation Data Sources: Data will be collected using the Academic Engagement Monitoring form (BOY,MOY and EOY) by the Instructional Coach. Additional

observations will be made by administrators.

Summative Evaluation: Met Objective

Next Year's Recommendation: Student behavior has improved based on data. We will continue to update, teach strategies and monitor student behavior.

Performance Objective 5: JHE will increase student attendance to 96.50% for the 2024-2025 school year.

Evaluation Data Sources: ADA daily attendance

Summative Evaluation: Met Objective

Next Year's Recommendation: We have had minimal improvement this school year. We will continue to focus on increasing student attendance.

Performance Objective 6: Increase the number of students scoring at health fitness zones, as measured on Fitness Gram, to contribute to optimal health.

Evaluation Data Sources: Fitness Gram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: PE focused on building students' strength, endurance and flexibility all year.

Goal 2: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: The JHE Leadership Team will utilize information from the Katy ISD Climate and Culture Survey in order to celebrate areas of strength and identify and address areas of need for JHE staff.

Evaluation Data Sources: Katy ISD Climate and Culture Survey sent out multiple times a year to all staff.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: We will continue to use the district survey to monitor the pulse of the school staff and address areas of need.

Performance Objective 2: Differentiated job embedded professional learning opportunities will be provided for Hayes Elementary staff in order to collaborate and make data driven instructional decisions.

Evaluation Data Sources: Professional development will lead to student growth and success as reflected on assessments and behavior data.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: PDR was timely and relevant to teacher needs.

Goal 3: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Hayes Elementary staff will work together to provide a safe, supportive and positive learning environment for all students.

Evaluation Data Sources: 3rd-5th Grade Student Safety Survey completed at the end of the school year, campus based student check-in survey administered January, informal check-ins with students, parent feedback

Summative Evaluation: Met Objective

Next Year's Recommendation: Our number one goal is to provide a safe and supportive learning environment for our Hawks. We want students' perspective on the survey to share that goal.

Performance Objective 2: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: Campus newsletter, Faculty Meeting Agendas, Professional Development

Summative Evaluation: Met Objective

Next Year's Recommendation: Information was sent home. Always looking for ways to improve communication.

Goal 4: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Hayes Elementary will promote and encourage a partnership with parents and community members by offering a variety of activities that support student engagement and learning.

Evaluation Data Sources: Hayes Elementary will increase volunteer hours by a minimum of 5%. Volunteer hours will be tracked utilizing RAPTOR.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Our PTA Volunteer Coordinator has started several new opportunities to encourage and welcome volunteers.

Holland Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Bonnie Holland Staff will implement new components of Purposeful People to support student engagement and social development.

Evaluation Data Sources: System in place

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with MTSSB meetings.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percent of students achieving meets or masters will increase by 5% or more over the previous year.

High Priority

Evaluation Data Sources: End of year STAAR report and accountability report.
Aware CBA data.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to analyze data and focus on student growth.

Performance Objective 2: The campus will establish structures that support a collaborative, flexible, safe, and respectful learning environment.

High Priority

Evaluation Data Sources: Implementation of PBIS structures and supports for students (CHAMPS, House/BHE Essentials, House Points).

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue implementation of House System to motivate student behavior.

Performance Objective 3: HB3: The percent of Holland Elementary 3rd grade students who achieve Meets and above in Reading will increase to 84% by July 2025.

High Priority

HB3 Goal

Evaluation Data Sources: Campus Bases Assessment Data
Interim Assessment Data
STAAR Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Focus on differentiated support in small group instruction.

Performance Objective 4: HB3: The percent of Holland Elementary 3rd grade students who achieve Meets and above in Math will increase to 70% by July 2025.

High Priority

HB3 Goal

Evaluation Data Sources: DreamBox Data
Common Assessment Data
Interim Assessment Data
STAAR Data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to focus on differentiated instruction in small group.

Performance Objective 5: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Include the counselor to focus on Mental Health needs with students.

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Teachers will plan engaging learning experiences utilizing a variety of instructional technology to actively engage students and

enhance their learning experiences so that district expectations for technology are integrated and utilized inside and outside the classroom.

Evaluation Data Sources: Surveys - parent and staff
BrightBytes Survey Report
Lesson plans will indicate instructional technology and online resources used for student engagement/learning.

Summative Evaluation: Met Objective

Next Year's Recommendation: Ensure that teachers are utilizing a balance of technology applications.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Parents of Emergent Bilingual students will be provided support resources once a semester to learn how to support their students at home and partner with the school.

Evaluation Data Sources: Parent communication from campus and district.

Summative Evaluation: Met Objective

Next Year's Recommendation: Engage and connect with EB families throughout the year.

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Bonnie Holland Elementary will involve and engage stakeholders through unique events, partnerships, and educational outreach opportunities throughout the school year that supports academic achievement.

Evaluation Data Sources: Campus Calendar, School Newsletter, PTA Events Schedule

Summative Evaluation: Met Objective

Next Year's Recommendation: Incorporate family engagement opportunities.

Hutsell Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Information on violence prevention and bullying prevention will be provided to parents, students, and teachers.

Evaluation Data Sources: Implementation of the campus bullying prevention plan, Katy ISD Discipline Data Dashboard

Summative Evaluation: Met Objective

Next Year's Recommendation: We will continue providing information on violence prevention and bullying prevention to parents, students, and teachers.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: SI: 80% of third through fifth grade teachers will score above proficient in implementing targeted data-based small group instruction as evidenced by data from the District Reading Language Arts IPG Rubric and the District Math Look-Fors Rubric.

High Priority

Evaluation Data Sources: District Reading Language Arts IPG Rubric and the District Math Look-Fors Rubric.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue implementing targeted small group instruction for reading and math.

Performance Objective 2: Increase the number of students participating int he campus Coordinated Health Program.

Evaluation Data Sources: FitnessGram, Class Observatin, Formative and Summative fitness skill assessments.

Summative Evaluation: Met Objective

Next Year's Recommendation: Hutsell has a committee to plan the Coordinated Health Program for the 2025-2026 school year.

Performance Objective 3: HB3: The percent of Hutsell elementary students who achieve Meets and above in Reading will increase to 47% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We will continue working on this performance objective to achieve Meets and above Reading.

Performance Objective 4: HB3: The percent of Hutsell elementary students who achieve Meets and above in Math will increase to 26% by July 2025.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to increase the percentage of Meets and above in Math.

Goal 3: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: This year, 90% of students will make a year's growth on Amira, CBAs, Dreambox, and Module Assessments by the end of the year.

High Priority

Evaluation Data Sources: Amira, CBAs, Dreambox, and Module Assessments

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We will use MAP to monitor growth assessment.

Performance Objective 2: HB3: The percent of Hutsell Elementary 3rd grade students who achieve Meets and Above in Reading will increase to 60% by July 2025.

HB3 Goal

Evaluation Data Sources: 2024-2025 STAAR Results

Summative Evaluation: No progress made toward meeting Objective

Next Year's Recommendation: Hutselll elementary will implement strategies to increase the percentage of students at the Meets and Above in Reading.

Performance Objective 3: HB3: The percentage of Hutsell Elementary 3rd grade students who achieve Meets and Above in Math will increase from to 50% by July 2025.

HB3 Goal

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Hutselll elementary will implement strategies to increase the percentage of students at the Meets and Above in Math.

Goal 4: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: The School Management pilar on the District culture and climate survey will be at or above an 8 by May 2025.

High Priority

Evaluation Data Sources: District Culture and Climate Survey Results

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Admin will continue to work towards increasing the pilar to an 8 or above for the 2025-2026 school year.

Performance Objective 2: The leadership team will review culture and climate data during weekly leadership meetings. During these meetings, we will share ideas and make plans for actions to increase the School Management pilar.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Admin will continue to work towards increasing the pilar to an 8 or above for the 2025-2026 school year.

Goal 5: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Hutsell will continue to promote parent and family engagement and provide multiple opportunities to share information and gather input from parents and community members.

Evaluation Data Sources: Sign-in sheets from family engagement events

Summative Evaluation: Met Objective

Next Year's Recommendation: Hutsell will continue to promote parent and family engagement and provide multiple opportunities to share information and gather input from parents and community members.

Goal 6: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: The number of student discipline referrals will decreasse by 20% by May of 2025.

High Priority

Evaluation Data Sources: Katy ISD Discipline Dashboard

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Hutsell will continue PBIS Strategies and MTTS-B interventions to further reduce discipline referrals.

Goal 7: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources,

and talents of all stakeholders.

Performance Objective 1: Parents will receive information on the virtual engagement events for parents of Emergent Bilingual students.

Evaluation Data Sources: Community Newsletters, Social Media, Blackboard Messaging System

Summative Evaluation: Met Objective

Next Year's Recommendation: Title III Events will be offered during different day and times.

Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Parents of emergent bilingual students will be offered a resource and training designed to give them an opportunity to gain a better understanding of the Texas English Language Proficiency Assessment System (TELPAS).

Summative Evaluation: Met Objective

Next Year's Recommendation: The training will be provided in coordination of another school event for better attendance.

Jenks Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percent of Jenks Elementary 3rd grade students who achieve Meets and above in Math will increase to 62% by July 2025.

High Priority

HB3 Goal

Evaluation Data Sources: HB3 State Reports

Performance Objective 2: HB3: The percent of Elementary 3rd grade students who achieve Meets and above in Reading will increase to 75% by July 2025.

High Priority

HB3 Goal

Evaluation Data Sources: HB3 State Reports

Performance Objective 3: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Performance Objective 4: ESF: 80% of MJE teachers will effectively plan and implement small groups and differentiate to meet the needs of all students and student groups and evidenced through Learning Walk and student growth data.

High Priority

Evaluation Data Sources: BOY/MOY/EOY assessments
Learning Walk data

Performance Objective 5: 90% of MJE staff will implement Action Based Learning practices daily in the classroom.

Evaluation Data Sources: Classroom observations

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: MJE staff will effectively implement Professional Development strategies and topics to meet the needs of their students as evidenced through Learning Walks and data.

High Priority

Evaluation Data Sources: Learning Walk Data, Academic Data, Lesson Plans, behavior data

Performance Objective 2: Campus administrators will support staff, both new and returning, by nurturing a campus culture where staff feels valued, heard and genuinely connected to those they work with on a daily basis.

Evaluation Data Sources: Campus Culture Survey results analyzed, shared out with Team Leaders and the campus as a whole. Periodic measures of our data.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: MJE staff will be collectively responsible for implementing the campus discipline matrix and PBIS strategies.

Performance Objective 2: Staff will monitor and analyze student attendance to see an increase of at least 1% overall improvement in our yearly data.

Evaluation Data Sources: Six week monitoring system for campus ADA, weekly messages encouraging good attendance, semi-semester attendance drives to boost attendance during our identified lower periods.

Jordan High School Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Increase the number of students participating in the campus Coordinated Health Program

Summative Evaluation: Met Objective

Performance Objective 2: HB3: The percent of Jordan High School students who achieve the CCMR target will increase to 90% by July 2025.

HB3 Goal

Evaluation Data Sources: State accountability rating

Goal 2: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Weekly safety practices review by the administrative team.

Evaluation Data Sources: Documentation of the conversation by meeting minutes.

Performance Objective 2: Daily internal and external door checks completed by security and administration.

Evaluation Data Sources: Weekly review of completed task in administrative meeting.

Goal 3: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: We will increase the percentage of students demonstrating academic growth in Algebra I, English I, and English II by 5% by the end of the year.

Performance Objective 2: All teams complete grading period calendars as well as PLC minutes on a per grading period, and per meeting basis.

Evaluation Data Sources: Documented calendars and meeting minutes

Goal 4: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all

stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: We will implement 1:1 with a focus on increasing student engagement and academic outcomes.

Evaluation Data Sources: Campus wide T-TESS goal for all teachers.

Goal 5: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Develop and implement group counseling on a as-needed basis.

Evaluation Data Sources: Counseling department

Performance Objective 2: Implement the campus wide SEL program.

Evaluation Data Sources: Observation of lessons by administration, as well as the district survey for student saftey administered in the Spring semester.

Performance Objective 3: Provide information on violence prevention and strategies for intervention on campus.

Evaluation Data Sources: Observed completion of information sharing and reporting systems

Katy Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percent of Katy Elementary third grade students who achieve meets and above in reading will increase from 63% to 65% by July 2029.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR data

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue/Modify

Performance Objective 2: HB3: The percent of Katy Elementary third grade students who achieve meets and above in math will increase from 59% to 64% by July2029.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue/modify

Performance Objective 3: The percentage of EL students demonstrating growth will increase by 10%, as measured by STAAR 2025 and TELPAS 2025.

High Priority

Evaluation Data Sources: STAAR data, TELPAS data, IC observation data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue/modify

Goal 2: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: All staff will fully implement all campus developed PBIS schoolwide expectations and house system with fidelity.

Evaluation Data Sources: PBIS data reports from RCA app; Discipline data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue/modify

Performance Objective 2: Provide staff, students and parents with information, resources and tools to provide for the social/emotional needs of all.

Evaluation Data Sources: Climate and culture survey results, Student bullying survey results, House and PBIS survey results, staff feedback, student feedback, guidance lessons, MTSS-B data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue/modify

Performance Objective 3: Increase student attendance rate by 1/2 percent from 2023-24 ADA, in accordance with district initiative.

Evaluation Data Sources: ADA data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue/modify

Katy High School Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: KHS faculty will continue to build on their collaborative work to increase participation in KAP and AP courses and AP exams. A team of KAP and AP teachers will continue to communicate about issues unique to the KAP and AP program and to increase the number of National Merit Scholars and Hispanic Merit Scholars.

Evaluation Data Sources: Course requests, College Board results, National Merit and National Hispanic Scholar results

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: Continue to refine and implement an Enrichment Period that allows students to receive academic support during the school day.

Evaluation Data Sources: Numbers of students requesting assistance per grading period. Pass usage, attendance records, failure lists, student grades, comparison of the number of students who lose eligibility to previous years, student achievement on state assessments.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: Together with the Instructional Coaches, faculty will focus on quality first time instruction and assessment of the standards leading to student success on EOC exams. Teachers will be trained in Seidlitz instructional strategies.

Evaluation Data Sources: Teacher created lessons and assessments, DLA benchmarks and EOC results.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 4: Faculty and staff will collaborate with the Instructional Coordinator, Counselors and Assistant Principal for Student Support to design and implement accelerated learning plans for students who failed portions of the 8th grade STAAR test or EOC tests. Instructional Coaches will create and implement accelerated learning opportunities to provide retesters with the opportunity to be successful.

Evaluation Data Sources: Common Assessments, benchmarks, Assessment Department reports, data available in Aware. Performance on EOC assessments.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 5: System Safeguards - Special Education Case Managers will develop plans for their students, who are at risk of not graduating, to ensure their successful completion of high school. These plans may be incorporated into the students' IEPs.

Evaluation Data Sources: Progress reports, report cards, Case Manager updates. Annual ARD and monitoring credits earned each semester.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 6: System Safeguards - Individualized Learning Plans will be developed for all Current and Monitored ELL students. Reading will be the area of emphasis but achievement in all academic subjects will also be addressed.

Evaluation Data Sources: ELL student performance on DLA's, teacher assessments, progress reports and report cards. LEP student performance on EOC assessments

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 7: HB3: The percent of Katy High School students who achieve the CCMR target will increase to 81% by July 2025.

HB3 Goal

Performance Objective 8: Increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments.

Goal 3: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Goal 4: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: KHS will increase the effectiveness of school to parent/community communication by improving and standardizing teacher Canvas pages, as well as increasing the number and quality of social media accounts that are run by staff members. In addition, eNews and Canvas messages will be used on a regular basis to disseminate information to students and families.

Evaluation Data Sources: Monitoring of Canvas pages, eNews, Twitter and other social media publications. End of year review.

Goal 5: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Implement and refine school safety procedures and an ICS system to insure adult and student safety during emergency or crisis events.

Evaluation Data Sources: Campus Safety Plan. Results of drills and table top activities. Summative reports.

Performance Objective 2: Increase the usage of SpeakUP and Crime Stoppers and other strategies that will reduce the incidence of illegal or dangerous behavior among students.

Evaluation Data Sources: Quantitative data from Crime Stoppers and reductions in disciplinary incidents related to higher level offenses. Cumulative data from leading indicators.

Performance Objective 3: Campus supervision will be increased in hallways, restrooms and locker rooms.

Evaluation Data Sources: Student Climate Survey, student behavior data

Performance Objective 4: Increase Average Daily Attendance (ADA) rate by at least .5% for each six-weeks and for the year.
2022 ADA 1st Six-Weeks 96.04% 2023 ADA 1st Six-Weeks Target 96.54%
2022 ADA 2nd Six-Weeks 93.81% 2023 ADA 2nd Six-Weeks Target 94.31%
2022 ADA 3rd Six-Weeks 90.68% 2023 ADA 3rd Six-Weeks Target 91.18%
2022 ADA 4th Six-Weeks 94.18% 2023 ADA 4thSix-Weeks Target 94.68%
2022 ADA 5th Six-Weeks 94.07% 2023 ADA 5th Six-Weeks Target 94.57%
2022 ADA 6th Six-Weeks 91.16% 2023 ADA 6th Six-Weeks Target 91.66%
2022 Overall ADA 93.31% 2023 Overall ADA Target 93.81%

High Priority

Evaluation Data Sources: Daily attendance

Katy Junior High Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By the end of the 2024-2025 academic year, Katy Junior High will increase student engagement by having 85% students engaged in classrooms by decreasing classroom disruptions to less than 4 per 10 minute period.

High Priority

Evaluation Data Sources: Form to document learning walks and engagement data
5 classroom visits by all members of the admin team and ICs per week
Formative and summative assessment data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue goal

Performance Objective 2: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Katy Junior High will continue to support the emotional well-being of our learning community.

Evaluation Data Sources: - Navigate 360 reports
- Speak UP and P3
- Community Perceptions/Culture and Climate Survey/Student Safety Survey.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue this goal with increase focus on student input through surveys and parent input.

Performance Objective 2: Katy Junior High will continue to refine and implement campus procedures for capturing and documenting student social and emotional needs that need support through Multi-Tiered System Support.

Evaluation Data Sources: - Monthly Student support meetings
- Monday's Character Strong lessons
- Campus Climate Survey

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with possible student leadership group

Goal 3: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: -As evidence in learning frameworks, students will increase their digital engagement by 10%

Evaluation Data Sources: - Lesson plans will note the online learning/engagement resources.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with a focus on appropriate engagement and monitoring student activity online.

Performance Objective 2: By the end of the 2024-2025 school year, 90% of the staff will utilize Microsoft TEAMS to streamline school protocols for sharing and collecting student data.

Evaluation Data Sources: - TEAMS activity log

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to share best practices and timelines

Kilpatrick Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Kilpatrick Elementary ESOL teachers and paraprofessional will support identified students in all grade levels in order to facilitate academic progress as demonstrated on TELPAS and STAAR. The ESOL inclusion model will be maintained in all grade levels.

Summative Evaluation: Met Objective

Performance Objective 2: Kilpatrick Elementary math teachers in grades K-5th will utilize and implement the features provided by EnVision and DreamBox math programs in daily instruction and to support Daily Guided Small Group Math structure.

Summative Evaluation: Met Objective

Performance Objective 3: Kilpatrick Elementary reading teachers will utilize HMH and Amira Assessment System in grades K-5th to support reading instruction in the Reading Workshop model.

Summative Evaluation: Met Objective

Performance Objective 4: High Student Achievement:
*100% of OKE students in grade 3, 4, and 5 will meet the student achievement target score (approaches grade level) as indicated in Domain I on all tests taken, and in each sub-population. 50% of OKE students in grade 3, 4, and 5 will exceed the student achievement target score (meets or masters grade level) on all tests taken.
*85% of OKE students will meet or exceed the progress measure as indicated in Domain II, and 40% will exceed the progress measure.
*70% of OKE students will close performance gaps as indicated in Index III.
*80% of OKE students will achieve Post-Secondary Readiness as indicated in Domain IV.
*OKE will rank in the top 25% of comparable schools.
Writing performance levels will increase in approaches/ meets/ masters for all students.

High Priority

Evaluation Data Sources: STAAR Accountability Rating

Summative Evaluation: Met Objective

Performance Objective 5: HB3: The percent of Kilpatrick Elementary students who achieve meets and above in Math will increase to 71% in 2025.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Scores, 2024-2025 Accountability Ratings, DLAs, Common Assessments, DreamBox Predictor,

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 6: HB3: The percent of Kilpatrick Elementary students who achieve meets and above in Reading will increase to 84% in 2025.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Scores, 2024-2025 Accountability Scores, Common Assessments, DLAs, TPRI, Kinder Entry Assessment (Texas KEA)

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 7: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments.

Summative Evaluation: Met Objective

Goal 2: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Kilpatrick Elementary will continue to provide academic intervention to students in need throughout the school day without disrupting class time.

Evaluation Data Sources: Continued practice of academic intervention during Small Group Time.

Summative Evaluation: Met Objective

Performance Objective 2: All OKE teachers will be ESL certified within one (1) year of their hire date.

Evaluation Data Sources: Evidence of ESL certifications.

Summative Evaluation: Met Objective

Performance Objective 3: OKE teachers will attend monthly PDR (Professional Development Rotation) sessions with the Instructional Coach per the school calendar.

Evaluation Data Sources: Sign in sheets for attendance, master schedule

Summative Evaluation: Met Objective

Performance Objective 4: OKE teachers will attend Common Planning Tuesdays per the school calendar.

Evaluation Data Sources: Evidence of calendar for Common Planning Tuesdays

Summative Evaluation: Met Objective

Goal 3: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Kilpatrick Elementary will enhance curriculum instruction in all classrooms by bringing in new technology for the students to access. Kilpatrick Elementary will continue to work towards 1:1 ratio of technology devices in PreK-2 and total CLASS 1:1 in 3rd-5th grades.

Evaluation Data Sources: Additional Chromebooks and iPads. CLASS 1:1

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: All teachers in every content will have daily access to the Literacy Library which houses teacher resources, student leveled readers, and professional books.

Evaluation Data Sources: Additional resources.

Summative Evaluation: Met Objective

Goal 4: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Kilpatrick Elementary will continue to support local businesses and maintain/increase partnerships.

Evaluation Data Sources: Spirit Nights on the calendar, attendance of staff and community at Spirit Nights

Summative Evaluation: Met Objective

Performance Objective 2: Kilpatrick Elementary will support parents in their efforts to continue to encourage their children to be responsible and independent problem solvers by offering Parent Love & Logic sessions throughout the year.

Evaluation Data Sources: L & L classes on district calendar at OKE for parents. Attendance at classes.

Summative Evaluation: Met Objective

Performance Objective 3: Kilpatrick Elementary will continue to engage parents and keep them up to date on their child's learning, as well as keep them abreast of ways to support our curriculum by hosting educational nights during the school year.

Evaluation Data Sources: Log of parent conferences , Calendar of Parent Orientation Night.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 4: Kilpatrick Elementary will reach out to parents and keep them up to date on pertinent school and district information via alternative communication sites and maintain visibility in the community through at least one social media platform-Twitter

Evaluation Data Sources: OKE Twitter feed, Outback Outlook, Enews, Remind.

Summative Evaluation: Significant progress made toward meeting Objective

Goal 5: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Kilpatrick Elementary staff will continue to train and provide professional development using the Love and Logic program in an effort to increase positive relationships and decrease negative behavior.

Evaluation Data Sources: Attendance at L & L sessions at beginning of the year Professional Development, Learning Meetings.

Summative Evaluation: Met Objective

Performance Objective 2: Kilpatrick Elementary teachers and counselor will continue to support Anti-Bullying efforts by encouraging students to have positive peer relationships and by teaching them alternatives. All OKE students will receive guidance and/or character lessonsAd from their teacher or school counselor at least 4 times per year that focus on responsible behavior, self-esteem, and respect for others.

Evaluation Data Sources: Addition of PurposeFull People lessons, Red Ribbon Week,

Summative Evaluation: Met Objective

Performance Objective 3: Kilpatrick Elementary will continue to promote programs that bring positive male role models to our campus.

Evaluation Data Sources: Attendance of our Watch Dog Dads, 2 x 2 readers.

Summative Evaluation: Met Objective

Performance Objective 4: Kilpatrick Elementary staff will implement Positive Behavioral Interventions & Supports (PBIS) Framework in an effort to increase positive classroom management, prevent/decrease problem behavior and supporting students' social, emotional and behavioral needs through positive interactions and building relationships.

High Priority

Evaluation Data Sources: Learning Meetings by PBIS Team, counselor lessons, Morning Meetings.

Summative Evaluation: Met Objective

Performance Objective 5: OKE will keep all stakeholders (parents, students, and teachers) informed on violence prevention and bullying prevention.

Evaluation Data Sources: Guidance lessons, morning meetings, Learning Meetings, guest speakers, enews.

Summative Evaluation: Met Objective

King Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: 85% of students in 90% of classes will consistently be behaviorally engaged during classroom instruction in PK-5th grade classrooms by May 2025 as evidenced by ongoing analysis using the Campus Monitoring Tool.

Evaluation Data Sources: Campus Monitoring Tool, District CBA data analysis, discipline data

Performance Objective 2: SI: 80% of all classroom teachers at RKE will score proficient or higher in implementing targeted data-based small group instruction as evidenced from the District RLA IPG and Math Look-fors rubric.

Evaluation Data Sources: RLA IPG rubric
District Math Look Fors Rubric

Performance Objective 3: By May 2025, at least 72% of RKE students will scores Meets and Above on Campus Based assessments (Math, Science, and Reading) in grades 2-5.

Evaluation Data Sources: Campus CBA's, Distict checkpoints and DAs.

Performance Objective 4: The percentage of students performing at Meets and above on state assessments will increase by at least 4% in each core content area (Math, Science, and Reading) by May 2025.

Evaluation Data Sources: Intentional use of all instructional models; Goal setting opportunities for learning-both students and teachers using structures and tools, feedback opportunities embedded into instruction-peer to peer, peer to teacher, teacher to parent, peer collaboration using academic vocabulary, monitor growth on CBA and district assessment data

Performance Objective 5: HB3: The percent of King Elementary students who achieve Meets and above in Reading will increase to 41% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR

Performance Objective 6: HB3: The percent of King Elementary students who achieve Meets and above in Math will increase to 30% by July 2025.

HB3 Goal

Performance Objective 7: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: King Elementary will promote student engagement by providing devices, technology, technology accessories, technology programs, learning materials, lab supplies, and resources to enhance the learning experience for all students in grades PK-5.

Evaluation Data Sources: lesson plans, campus learning walks, CLASS 1:1

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: The faculty and staff of King Elementary will work collaboratively with parents and the community to continue to have a safe, supportive, and positive learning environment that will promote high academic achievement for all students.

Evaluation Data Sources: Increase in volunteer hours

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Maintain practices and procedures to ensure a safe and orderly environment in which to learn and work.

Evaluation Data Sources: None

Leonard Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3 - The percent of Leonard Elementary students who achieve Meets and above in Reading will increase to 47% by July 2025.

High Priority

HB3 Goal

Evaluation Data Sources: Annual STAAR Data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue Performance Objective as a focus for upcoming school year to continuously improve.

Performance Objective 2: HB3 - The percent of Leonard Elementary students who achieve Meets and above in Math will increase to 34% by July 2025.

HB3 Goal

Evaluation Data Sources: Annual STAAR Data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue Performance Objective as a focus for upcoming school year to continuously improve.

Performance Objective 3: By May 2025, 100% of at-risk students in Tier 2 and Tier 3 will have specific and effective plans for intervention through collaboration with the MTSS Committee.

Evaluation Data Sources: MTSS reports for at-risk students

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue Performance Objective as a focus for upcoming school year to continuously improve.

Performance Objective 4: All students and each sub-population will meet the federal accountability target rates for reading, math, and science at the meets level.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue Performance Objective as a focus for upcoming school year to continuously improve.

Goal 2: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Leonard Elementary will promote student engagement during instruction and maximize student learning with the use of integrated technology.

Evaluation Data Sources: Bright Bytes Survey, Lesson Plans, Connect Learner Participation, CLASS 1:1

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue Performance Objective as a focus for upcoming school year to continuously improve.

Goal 3: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Leonard Elementary will maintain a climate and culture that retains high quality teachers by increasing staff engagement, building morale, and offering professional development opportunities that affect classroom instruction and environment.

Evaluation Data Sources: Staff Retention, Surveys, Feedback

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue Performance Objective as a focus for upcoming school year to continuously improve.

Goal 4: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: The faculty and staff of Leonard Elementary will work collaboratively with parents and the community to continue to have a safe, supportive and positive learning environment that will promote high academic achievement for all students.

Evaluation Data Sources: Increase in volunteer hours

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue Performance Objective as a focus for upcoming school year to continuously improve.

Goal 5: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: There will be an increase in the number of students scoring at health fitness zones as measured on the FitnessGram to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue Performance Objective as a focus for upcoming school year to continuously improve.

Performance Objective 2: Leonard Elementary will improve the average daily attendance rate of 95.13% from the 2023-2024 school year to 95.70% for the 2024-2025 school year.

Evaluation Data Sources: Daily and Weekly attendance report, RAAWEE reports

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue Performance Objective as a focus for upcoming school year to continuously improve.

Performance Objective 3: Leonard Elementary staff and students will exhibit behaviors and attributes that contribute to an engaging, caring, and positive climate, culture, and learning environment where all students and staff show respect, problem solve, are on task, take responsibility, and spread kindness.

Evaluation Data Sources: Climate and Culture Surveys, discipline reports, attendance reports

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue Performance Objective as a focus for upcoming school year to continuously improve.

Mayde Creek Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percent of Mayde Creek Elementary 3rd grade students who achieve Meets or above in Math will increase to 36% by June 2025

HB3 Goal

Evaluation Data Sources: 2024-25 Accountability Ratings
Interims
CBA and District Math Checkpoint Assessments
Data Binders with anecdotal notes

Performance Objective 2: HB3: The percent of Mayde Creek Elementary 3rd grade students who achieve Meets or above in Reading will increase to 49% by June 2025

HB3 Goal

Evaluation Data Sources: Data Binders with anecdotal notes
2024-25 STAAR
Amira, Learning Module Assessments, Growth Measure, and Campus Skill Assessments

Performance Objective 3: The percentage of all fifth grade Mayde Creek Elementary students who achieve Meets and above in Science will increase from 20% to 25%.

High Priority

Evaluation Data Sources: 2024-2025 Accountability Ratings.
CBA and Science DLA Assessments
Data Binders with anecdotal notes

Performance Objective 4: At-risk students in 1st grade -5th grade who do not meet district and state testing requirements in reading and/or math, will have the opportunity to attend after school tutoring or and 3 week Summer Learning Academy.

High Priority

Evaluation Data Sources: Student progress will be tracked through estar.

Performance Objective 5: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Performance Objective 6: ESF: 90% of Mayde Creek Elementary ELAR, Math, and Science teachers will be proficient at designing and implementing quality lessons evidenced by periodic data collected through campus walk throughs.

Goal 2: Strategic Design Goal 9: In collaboration with families community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: By the end of the 24-25 academic year, 90% of classrooms with the expectation of special education units will demonstrate 90% positive behavioral engagement during classroom activities, as measured in five-minute observational periods conducted monthly.

Evaluation Data Sources: monthly observations, walkthroughs

Performance Objective 2: Mayde Creek Elementary will create events to encourage involvement before, during, and after school.

Evaluation Data Sources: ADA attendance for students and Kronos/ Frontline for staff

Goal 3: Strategic Design Goal 6: Katy ISD will attract, develop, support and retain high quality staff members.

Performance Objective 1: By June 2024, Mayde Creek Elementary staff will participate in a minimum of ten targeted professional development sessions that are prescriptive.

Evaluation Data Sources: Sign in sheets indicating the date that the training was provided. Follow up walk through by instructional coaches and administrators indicating evidence of the training provided. The increase in students scores of formal and informal assessments.

Goal 4: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Mayde Creek High School Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By June 2025, Mayde Creek High School will improve Special Education and Limited English Proficiency passing percentages by 3% in order to close the achievement gap between these populations and the general student population.

Evaluation Data Sources: 2025 EOC STAAR Scores

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: By June 2025, Mayde Creek High School will improve student performance in English I and English II by 5% for all students.

Evaluation Data Sources: 2025 EOC STAAR Scores

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: By June 2025, Mayde Creek High School will improve student performance in Algebra I by 3%.

Evaluation Data Sources: 2025 EOC STAAR scores.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 4: By June 2025, Mayde Creek High School will increase the students achieving Meets and Masters Grade Level EOC performance standards in English I, English II, Algebra I, Biology, and US History by 3%.

Evaluation Data Sources: 2025 EOC Scores

Performance Objective 5: HB3: The percent of Mayde Creek High School students who achieve the College, Career, and Military Readiness target will increase to 63% by July 2025.

Evaluation Data Sources: College, Career, and Military Data Reports

Performance Objective 6: Increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: Fitnessgram, Class Observations, Formative and Summative Fitness Skill Assessments

Performance Objective 7: Mayde Creek will implement 1 to 1 technology integration to close the learning loss gap, cultivate positive digital citizenship,

and deliver personalized learning experiences for all students.

Evaluation Data Sources: Class Observations, Formative & Summative Assessment Data, 2025 EOC STAAR Scores

Goal 2: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: Mayde Creek High School will reduce the number of at-risk students who fall behind their cohort group for the 2024-2025 school year.

Evaluation Data Sources: Attendance Plans, MTSS, Failure Rate Reports, Intervention Participation

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: Mayde Creek High School will implement School-wide Positive Behavioral Interventions and Support (PBIS) to create a positive campus culture and decrease discipline referrals by 5% by the end of the 2024-2025 school year.

Evaluation Data Sources: PEIMS Data, Ram Rewards Data, PBIS Data

Summative Evaluation: Significant progress made toward meeting Objective

Goal 3: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Professional Learning Communities (PLCs) will work collaboratively with Instructional Coaches, Academic Support Teachers, and Administration with aligned protocols to make data-informed decisions regarding student achievement.

Evaluation Data Sources: PLC planning, PLC Lesson Framework, Campus-based Assessment Data

Summative Evaluation: Some progress made toward meeting Objective

Goal 4: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Mayde Creek High School will increase the number of Katy Education Foundation Teacher Grants written in 2024-2025 in order to acquire funding for instructional materials, equipment, and resources to support instructional goals.

Evaluation Data Sources: Number of grants written at the end of the 2024-2025 school year.

Summative Evaluation: Met Objective

Goal 5: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Mayde Creek High School staff will participate in intentional Professional Development in order to meet student and staff needs in the 2024-2025 school year.

Evaluation Data Sources: Eduphoria Professional Development Hours, New Teacher Mentor Program participation, Lab School Cohort participation, Seidlitz participation, Teacher choice Professional Development

Summative Evaluation: Met Objective

Performance Objective 2: Mayde Creek High School will support and retain high quality staff by focusing on climate and culture.

Evaluation Data Sources: Staff Ram Rewards, Implementation of Character Strong program, Climate and Culture Surveys, Jostens Renaissance

Summative Evaluation: Significant progress made toward meeting Objective

Goal 6: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Increase opportunities for stakeholders to engage in the 2024-2025 school year.

Evaluation Data Sources: Open House analytics, Ram Camp participation, Remind analytics, Smore analytics, Canvas analytics, PTSA membership, Booster Club membership, Parent and Family Engagement, Community Outreach participation, Campus Advisory Team participation

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: Mayde Creek High School will increase the number of opportunities for the community to engage in the learning process by hosting Parent and Family Engagement Events to build a partnership with parents.

Evaluation Data Sources: Parent and Family Engagement Participation, Number of parent meetings held, Number of people signed up for Remind accounts, MCHS Social Media activity

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: Mayde Creek High School students will be provided opportunities outside of the classroom to explore real world experiences and build deeper connections and understanding of the content and our community.

Evaluation Data Sources: Participation in provided opportunities

Goal 7: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Mayde Creek High School will actively implement district protocols to ensure emotional needs of students are met.

Evaluation Data Sources: Visits with counseling staff and social worker, Participation in the Character Strong program

Summative Evaluation: Met Objective

Performance Objective 2: Mayde Creek High School will implement district standards for violence prevention and mitigation. Information on violence prevention and bullying prevention will be provided to parents, students, and teachers.

Evaluation Data Sources: SpeakUp App analytics, BHIP Tile submissions, Campus Violent Discipline Data

Summative Evaluation: Met Objective

Mayde Creek Junior High Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By the end of the academic year, increase the percentage of all students taking the Math, Reading, Science, Social Studies STAAR achieving the minimum expectation by 3% from the current baseline. Identified At Risk students will receive the appropriate intervention/ remediation.

High Priority

Evaluation Data Sources: Campus Based Assessments
STAAR Data
Interim Data
DLA Data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue goal as it supports our campus well

Performance Objective 2: By the end of the academic year, increase the percentage of economically disadvantaged and English Learner (EL) students scoring "meets" on the Reading, Math, Science, and Social Studies STAAR by 5% from the current baseline.

Evaluation Data Sources: STAAR scores
Campus Based Assessments
DLA Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue with the objective but modify to keep improving campus support

Performance Objective 3: By the end of the academic year, to help create a well-rounded student support system, MCJH will establish a collaborative, flexible, safe, and respectful learning environment, as evidenced by positive feedback from students, staff, and stakeholders.

High Priority

Evaluation Data Sources: Feedback surveys will be conducted regularly to collect feedback from students, staff, and stakeholders.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue but modify to add in more support for our students

Performance Objective 4: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue goal as it supports our campus well

Goal 2: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: By the end of the academic year, improve student character development and social-emotional learning at Mayde Creek Junior High, as evidenced by increase student self-awareness, empathy, and positive behavior.

High Priority

Evaluation Data Sources: Discipline Data
Mentor Program

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue as this goal supports our campus well

Performance Objective 2: By the end of the academic year, decrease disciplinary incidents and improve overall student behavior at Mayde Creek Junior High as evidenced by a 3% reduction in disciplinary referrals.

Evaluation Data Sources: Discipline Data
Observations

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: The purpose of the goal will stay the same- reword and rework to support campus

Goal 3: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: By the end of the academic year, improve teacher retention at Mayde Creek Junior High by increasing satisfaction and sense of belonging, as evidenced by improvement in the Culture and Climate survey pillars. Campus goal would be to improve by .5 in 3 pillars.

High Priority

Evaluation Data Sources: Staffing Reports from the 2023-24 school year compared to the 2024-25
Staff Surveys

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue goal as it supports our campus

Goal 4: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Mayde Creek Junior High will promote an increase in overall attendance of parent and community events by 5% through offering a variety of activities/events that support student learning and improved communication with stakeholders via smore, social media and campus website.

Evaluation Data Sources: Increased community events, volunteer hours and surveys will be collected throughout the school year to determine the effectiveness of Mayde Creek Junior High/PTSA efforts.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Need to continue and work on attendance of parents and communities

Mcdonald Junior High Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percent of students, including special programs, scoring at the Meets or Masters Grade Level on STAAR will increase by 10%.

High Priority

Evaluation Data Sources: STAAR reports from TEA and assessment vendor(s)

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue/Modify

Performance Objective 2: MDJH will be conducting home visits and create and implement AIPs (attendance improvement plans)

High Priority

Evaluation Data Sources: attendance data, tardy data, AIPs, and ADA reports

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue/Modify

Performance Objective 3: Increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue/Modify

Goal 3: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: MDJH will communicate and model effective PLC processes campus-wide.

High Priority

Evaluation Data Sources: Implementation Plan of PLC Academy, Collaborative Team agendas, Guiding Coalition team meetings

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue/Modify

Performance Objective 2: MDJH will foster efficacy of the assessment cycle where collaborative teams use data protocols to design purposeful instruction.

High Priority

Evaluation Data Sources: Campus assessment calendar, professional development calendar, district protocols

Next Year's Recommendation: Continue/Modify

Goal 4: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: MDJH will provide safe technology integrated lessons in all classes.

Evaluation Data Sources: Increase usage of high-quality enriched educational technology platforms.

Next Year's Recommendation: Continue/Modify

Goal 5: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Hire and retain highly qualified teachers.

High Priority

Evaluation Data Sources: 100% staffed with highly qualified teachers by the end of the 2024 - 2025 school year.

Next Year's Recommendation: Continue/Modify

Performance Objective 2: MDJH will optimize student learning through the promoting of positive school community for all students.

High Priority

Evaluation Data Sources: Office referrals, discipline data, attendance and tardy data

Next Year's Recommendation: Continue/Modify

Goal 6: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: MDJH will foster positive student relationships to support social and emotional learning through PBIS, social skills training, and Leadworthy curriculum to create well-rounded students.

High Priority

Evaluation Data Sources: Discipline data, office referrals, classroom observations, attendance data

Next Year's Recommendation: Continue/Modify

Performance Objective 2: MDJH will actively promote positive safe learning envirnoment through anti-bullying and anti-violence intitiatives.

High Priority

Evaluation Data Sources: Redcution of BHIP incidents, reduction of fights, assaults

Goal 7: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Increase parental inolvement in the academic areas, as well as, extra-curricular.

Evaluation Data Sources: Surveys, Event participation attendance

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue/Modify

McElwain Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percent of 3rd grade McElwain Elementary student who achieve meets and above in Reading will increase to 53% by July 2025.

High Priority

HB3 Goal

Evaluation Data Sources: 3rd grade 2025 STAAR Reading data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: HB3: The percent of 3rd grade McElwain Elementary student who achieve meets and above in Reading will increase to 54% by July 2026.

Performance Objective 2: HB3: The percent of 3rd grade McElwain Elementary student who achieve meets and above in Math will increase to 46% by July 2025.

HB3 Goal

Evaluation Data Sources: 3rd grade STAAR math data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: HB3: The percent of 3rd grade McElwain Elementary student who achieve meets and above in Math will increase to 46% by July 2026.

Performance Objective 3: The overall STAAR Science Average %AMM (Approaches, Meets, Masters) will improve 14 percentage points from 2024 to 2025.

Evaluation Data Sources: 2025 - 5th grade science STAAR data

Summative Evaluation: No progress made toward meeting Objective

Next Year's Recommendation: The overall STAAR Science Average %AMM (Approaches, Meets, Masters) will improve 6 percentage points from 2025 to 2026.

Performance Objective 4: Performance of our special education students will increase in STAAR Performance by at least 10% in all subject areas.

Evaluation Data Sources: STAAR Performance

Performance Objective 5: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Performance Objective 6: ESF: 80% of K-5th grade teachers will increase student discourse in both math and reading during small group instruction.

Evaluation Data Sources: Waterfall results

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: ESF: 80% of K-5th grade teachers will increase student discourse in both math and reading during small group instruction.

Goal 2: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: McElwain Elementary will provide a supportive environment for staff members and promote continued professional growth.

Evaluation Data Sources: Pulse Culture and Climate Survey

Goal 3: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: McElwain Elementary will involve and engage stakeholders through unique events, partnerships, and educational outreach opportunities throughout the school year that supports academic achievement.

Evaluation Data Sources: Special events provide a window into instructional practice and pedagogy that will support parents ability to understand and hep students at home.

McMeans Junior High Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Students will improve their body strength and cardio health by an average of 20% over the school year in PE class.

Evaluation Data Sources: Class Observation, Formative and Summative Assessments (FitnessGram)

Summative Evaluation: Met Objective

Performance Objective 2: McMeans Junior High will focus on addressing the unique learning needs of each student while delivering high-quality instruction that supports the growth of all learners.

Evaluation Data Sources: STAAR data, District Assessments, Campus Based Assessments, Individual Student Work, and STAAR Interim assessments

Summative Evaluation: Met Objective

Performance Objective 3: McMeans Junior High will implement strategies to increase student performance on STAAR Reading, Math, Science, and Social Studies.

Evaluation Data Sources: STAAR Assessment Data, District Assessments Data, and STAAR Interim Assessments Data

Summative Evaluation: Met Objective

Goal 2: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: McMeans Junior High will implement strategies that will close academic performance gaps.

Evaluation Data Sources: Student Data and Progress Monitoring

Summative Evaluation: Met Objective

Goal 3: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: McMeans Junior High will employ a variety of assessment strategies to gain a comprehensive understanding of student

learning. Professional Learning Communities will analyze and utilize data in order to create meaningful and effective assessments.

Evaluation Data Sources: Aware, DA, CBA

Summative Evaluation: Met Objective

Performance Objective 2: McMeans Junior High will improve student performance on Campus-Based Assessments (CBAs) in core content areas by implementing best practices in assessment that drive purposeful instruction, with the goal of achieving measurable gains compared to the previous year's CBA results.

Evaluation Data Sources: CBA Performance Data, Instructional Planning Documents, Student Progress Monitoring, Administrative Observations

Summative Evaluation: Met Objective

Goal 4: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: McMeans Junior High will ensure that 90% of students are authentically engaged in core content area lessons through the effective integration of best-in-class technology and engaging instructional practices.

Evaluation Data Sources: Classroom Observations, Technology Usage Analytics, Content Team Planning

Summative Evaluation: Met Objective

Goal 5: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: McMeans Junior High will boost the weekly communication to parents about upcoming school events and information that is happening at school.

Evaluation Data Sources: Blackboard, Canvas, and SMORE Data Analytics

Summative Evaluation: Met Objective

Performance Objective 2: McMeans Junior High will support academic excellence and increase school spirit by working collaboratively with the MMJH PTA.

Evaluation Data Sources: Event Participation, Stakeholder Feedback, Social Media Engagement Metrics, and School Climate Surveys

Summative Evaluation: Met Objective

Goal 6: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: McMeans Junior High will create a safe learning environment that supports students' social and emotional growth.

Evaluation Data Sources: Classroom Observations, Mid-year Student Survey

Summative Evaluation: Met Objective

Goal 7: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Increase parental awareness and understanding of the TELPAS (Texas English Language Proficiency Assessment System) by providing at least 80% of parents with access to the TELPAS Parent Training Toolbox links and ensuring 60% of parents complete the training by the end of the semester.

Summative Evaluation: Met Objective

Performance Objective 2: Achieve a 75% attendance rate for the Title III Parent Engagement Meeting, with at least 90% of participating parents demonstrating increased knowledge of Title III program services and how they support English learners through post-event feedback.

Summative Evaluation: Met Objective

McRoberts Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: McRoberts will create a safe environment for all staff, students, and campus visitors.

Evaluation Data Sources: Completion of mandatory drills

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: ESF Annual Goal - By focusing on student progress, along with formative and summative data, 86% of McRoberts teachers will be able to address student needs via effective reteaching and small group instruction. The desired outcome is each grade level will submit their system of formative assessment, conduct consistent data meetings, and differentiate instruction for various student groups with a specific focus on our SPED population.

Evaluation Data Sources: Each grade level will submit their system of formative assessment, data binders, and differentiate instruction for various student groups with a specific focus on our SPED population.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with increased focus on SPED students.

Performance Objective 2: Every Student at PME will demonstrate at least one year's growth in Reading, as measured by Amira Assessment System.

Evaluation Data Sources: Amira Assessment System, running records

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Increase small group instruction support and training.

Performance Objective 3: HB3: The percent of McRoberts Elementary 3rd grade students who achieve Meets and above in 3rd Grade STAAR Reading will increase to 59% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR Reading

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with increased emphasis on SPED and Bilingual students.

Performance Objective 4: On the Spring 2025 STAAR Reading/Language Arts assessments, 84% of students will score at the approaches level and 64% at meets or above

Evaluation Data Sources: STAAR RLA Assessment

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with an improved tutorial plan, targeted PD, and increased MTSS supports.

Performance Objective 5: HB3: The percent of McRoberts Elementary 3rd Grade students who achieve Meets and above in Math will increase to 48% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR Math

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with an improved tutorial plan, targeted PD, and increased MTSS supports.

Performance Objective 6: On the Spring 2025 STAAR Science assessment, 75% of 5th Grade students will score at the approaches level and 50% at meets or above.

Evaluation Data Sources: STAAR Science

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with an improved tutorial plan, targeted PD, and increased MTSS supports.

Performance Objective 7: By May 2025, the average daily attendance at McRoberts will increase by at least .5% to a rate of 94.8%

Evaluation Data Sources: Average Daily Attendance

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue but with Counselor interventions, increased parent contact, and incentivization for student attendance

Performance Objective 8: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with the addition of Action Based Learning activities in classrooms and PE.

Performance Objective 9: On the Spring 2025 STAAR Math assessments, 73% of students will score at the approaches level and 51% at meets or above.

Evaluation Data Sources: 2025 Math STAAR

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with an improved tutorial plan, targeted PD, and increased MTSS supports.

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: Implement a comprehensive Multi-Tiered System of Supports for Behavior (MTSS-B) to reduce disciplinary incidents and promote a positive school culture by providing targeted behavioral interventions and supports, ensuring that all students, especially those at risk, receive the necessary resources for success.

High Priority

Evaluation Data Sources: Review data from the KIDSS Dashboard, discipline reports, and MTSS documentation on a quarterly basis to monitor the impact of MTSS-B interventions on student behavior , teacher and AP feedback

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Modify MTSS procedures - Streamline, improve tracking

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Teachers will utilize data from formative and summative assessments to inform instructional decisions for both whole group and small group instruction. At least two summative assessments in each content area will be developed by teachers per grading period.

Evaluation Data Sources: CBA, DLA, Dreambox

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with continued improvement in assessment writing.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Campus will implement a 1:1 chromebook to student ratio in grades 3-5 and provide all other grade levels ipads and chromebooks for students to use in the classroom.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: McRoberts Elementary will establish a collaborative and supportive learning environment that facilitates teacher development. We will implement systems that enable teachers to connect across the campus, fostering a culture of collaboration and innovation in the classroom.

Evaluation Data Sources: Increase in teacher retention and student achievement

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with a higher emphasis on individualized teacher PD through PLCs, etc.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: McRoberts Elementary will increase the percentage of parents engaged in school activities/events by 10% during the 2024-25 school year.

Evaluation Data Sources: Surveys, Volunteer Hours, Calendar of Events, WatchDOGS Participation, Attendance Rates at events

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with increased event promotional efforts.

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Teachers will provide opportunities for students to build positive relationships with others, create a collaborative community, and support the social emotional well-being of learners through the continued implementation of the House System, Purposeful People and Morning Meetings.

Evaluation Data Sources: Morning Meeting plans, House Rallies, discipline data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue without the House System and with the implementation of Action Based Learning.

Memorial Parkway Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: SI: In conjuction with the school improvment team and the ESF Annual Goal: 90% of content and specialty teachers will increase at least one level on the campus blueprint monitoring tool which will close gaps in three content areas (ELAR, Math, Science) among all student and the defined state and federal targets by May 2025.

High Priority

Evaluation Data Sources: Classroom observations, instructional admin walkthroughs, Cambus based assessments, District Learning Assessments, Accountability Report

Summative Evaluation: Met Objective

Performance Objective 2: HB3: The percent of Memorial Parkway Elementary 3rd grade students who achieve Meets and above in Math will increase to 30% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR results

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: HB3: The percent of Memorial Parkway Elementary 3rd grade students who achieve Meets and above in Reading will increase to 37% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR Results

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 4: The percent of Memorial Parkway Elementary students who achieve Meets and above in Science will increase by 5% by June 2025.

HB3 Goal

Evaluation Data Sources: STAAR Results

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 5: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 6: The daily average attendance of Memorial Parkway Elementary students will increase from 94% to 96% in the 2024-2025 school year.

Evaluation Data Sources: Attendance Rate

Summative Evaluation: Significant progress made toward meeting Objective

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: MPE will continue to support the digital one-to-one initiative in order to increase student knowledge and skills in technology.

Summative Evaluation: Met Objective

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: MPE Leadership team will collaborate to interview and select high quality teaching candidates for hire.

Evaluation Data Sources: Talent Ed requisitions, new hire credentials

Summative Evaluation: Met Objective

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Increase parental involvement on campus and number of volunteers by 25% to support campus programs.

Evaluation Data Sources: Number of parents in attendance at events

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: Increase parental participation in school-wide events by 30%.

Summative Evaluation: Met Objective

Performance Objective 3: Parent Engagement: Enhancing Educational Supports for EB Students.

Summative Evaluation: Met Objective

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: MPE students will become well-rounded students that exhibit behaviors and attitudes that contribute to an engaging, caring learning environment. We will use professional development, technology, classroom management and behavior strategies to increase learning time and support well-rounded students and decrease discipline by 10%.

Evaluation Data Sources: principal dashboard

Summative Evaluation: Met Objective

Memorial Parkway Junior High Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: During the 24-25 school year, MPJH will develop a campus decision making committee with the purposes of reviewing discipline data and addressing the campuses most common discipline issues.

Evaluation Data Sources: Campus calendar, Eagle discipline committee meeting agenda and minutes, Student discipline data

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: By the end of the 24-25 school year, all teachers will be able to build common assessments and pull data reports in Aware.

Evaluation Data Sources: Eduphoria professional development logs, collaborative team meetings, observation, data meetings

Performance Objective 2: By the end of the 24-25 school year, all students will make at least one year's worth of growth in math and reading, based on 2025 STAAR assessment results.

Evaluation Data Sources: CBA data, DLA data, STAAR data

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: During the 24-25 school year, MPJH will rank in the top 20% of all Katy ISD campuses based on the Pulse Culture & Climate survey results.

Evaluation Data Sources: Pulse Culture & Climate survey results

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Miller Career & Technology Center Performance Objectives

Morton Ranch Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percent of students demonstrating Meets and Masters Grade level on STAAR Reading, STAAR Math, and STAAR Science will increase by 3% for each subject, as compared to the 2024 progress measures.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Results

Performance Objective 2: HB3: The percent of MRE 4th Grade students who's average in Approaches/Meets/Masters in Math will increase to 42% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR Results

Performance Objective 3: HB3: The percent of MRE 4th Grade students who's average in Approaches/Meets/Masters in Reading will increase to 49% by July 2025.

Evaluation Data Sources: STAAR Results

Performance Objective 4: ESF: By May, 2025, Each grade level will unpack the TEKS before each unit and create a common lesson that will be observed by the leadership team on a weekly basis.

Evaluation Data Sources: PLC Observations with Feedback ("Look For's" Planning Rubric), planning agendas, TEKS Analysis, and through observation and feedback of instruction.

Performance Objective 5: MRE will increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: Fitness Gram, Class Observations, Formative and Summative fitness skill assessments

Goal 2: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Increase parent and family engagement by 10% annually by offering a variety of activities and events supporting the whole child.

Evaluation Data Sources: Parent sign in sheets, # of parents volunteer hours, Parent survey

Goal 3: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Provide students and staff a safe environment in which to grow, work, and learn.

Evaluation Data Sources: District safety audit (passing score)

Goal 4: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: The MRE Leadership team will collaborate to interview and select high quality teaching candidates for hire.

Evaluation Data Sources: Talent Ed requisitions, new hire credentials

Performance Objective 2: Teachers will be informed of the English language proficiency levels of the English learners in their classrooms, and Professional Learning Communities will actively utilize the ELPS to provide meaningful opportunities for ELs to develop social skills and Academic English proficiency in listening, speaking, reading, and writing.

Evaluation Data Sources: Team Planning agendas, lesson plan reviews

Morton Ranch High School Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: SI: MRHS will increase the percent of students scoring approaches, meets, and masters and target growth measures on STAAR in all special programs.

High Priority

Evaluation Data Sources: STAAR reports from TEA
District DLA
Campus Common Assessments

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue goal for next year

Performance Objective 2: HB3: The percent of MRHS students who achieve the CCMR target will increase to 61% by July 2025.

High Priority

HB3 Goal

Evaluation Data Sources: State Accountability
PSAT, SAT, TSI, and AP testing results

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with goal as district goal is 90%.

Performance Objective 3: Increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: Fitness Gram, Classroom observations, Formative and Summative fitness skills assessments

Summative Evaluation: Met Objective

Goal 2: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the emotional well-being of students and staff.

Performance Objective 1: MRHS will optimize student learning through promoting a positive school culture and community for all students.

High Priority

Evaluation Data Sources: Campus discipline data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with goal

Performance Objective 2: MRHS will increase average daily attendance and overall attendance percentages by 0.5%.

Evaluation Data Sources: Attendance Dashboard

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue with goal

Goal 3: Strategic Design Goal 8: Katy ISD will engaged its entire community to develop intentional strategic relationships which capitalize on the strengths, resources and talents of all stakeholders.

Performance Objective 1: MRHS will provide at least 3 opportunities to engage and support parents and guardians. MRHS will use Campus e-News, flyers, marquis announcements as well as social media to communicate with parents and guardians regarding these opportunities.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with goal

Goal 4: Strategic Design Goal 10: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: MRHS will recruit and support high quality staff members and maintain a high rate of staff retention.

Evaluation Data Sources: Staff Turnover

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with goal

Morton Ranch Junior High Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By May 2025, MRJH students will perform 3% greater in the Meets Performance Category on the Overall Math STAAR in grades 6-8.

High Priority

Evaluation Data Sources: CBAs, Star360, Interims, DLAs, STAAR data

Performance Objective 2: By May 2025 MRJH students will perform 3% greater in the Meets Performance Category on the Overall Reading STAAR in grades 6-8.

High Priority

Evaluation Data Sources: CBAs, Star360, Interims, DLAs, STAAR data

Performance Objective 3: MRJH will retain 95% of students enrolled in High School Credit courses for the 2024-2025 school year.

High Priority

Evaluation Data Sources: Texas Academic Performance Report

Performance Objective 4: By the end of the 2024-2025 school year, 50% of students will show at least 0.5 growth in instructional reading level through the implementation of targeted interventions with progress monitoring.

Evaluation Data Sources: Star360 data every six weeks

Performance Objective 5: By May 2025 MRJH students will perform 3% greater in the Meets Performance Category on the 8th Grade Science STAAR.

Evaluation Data Sources: STAAR tests

Performance Objective 6: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: MRJH will decrease the number of Level 3 discipline infractions from the previous year by 5% by May 2025.

High Priority

Evaluation Data Sources: Discipline data on Katy Dashboards and eSchool

Performance Objective 2: By the end of the 2024-2025 school year, classroom disruptions will be reduced by 30% through the implementation of a comprehensive behavior management program with progressive tracking via classroom observations and supported by teacher training and ongoing support.

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: By May of 2025, 5% of the Emergent Bilingual (EB) population will show progress of at least one proficiency level on the composite rating of the TELPAS assessment.

High Priority

Evaluation Data Sources: TELPAS

Goal 4: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: MRJH will retain 80% of its teachers for the 2025-2026 school year.

High Priority

Evaluation Data Sources: Texas Academic Performance Report,

Performance Objective 2: By May 2024, MRJH will develop a plan to transition the current 8th grade class into their appropriate feeder schools.

Nelson Junior High Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Ninety percent of students will be behaviorally engaged in classroom instruction/activity in a the first 90 seconds.

Evaluation Data Sources: Discipline Records, Student Survey, Teacher Survey

Summative Evaluation: Met Objective

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: NJH's guiding coalition in conjunction with Solution Tree will train all staff members on creating a community of collaborative learners that make up our Professional Learning Community through ongoing support and check-ins.

Evaluation Data Sources: Collaborative Team Checklist and Rubrics, Student Achievement Results

Summative Evaluation: Met Objective

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: The district will expand the teacher mentoring program to address the needs of all teachers- both experienced and inexperienced.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: All campuses and departments will be 100% staffed with highly effective, certified (if applicable) personnel

Evaluation Data Sources: Recruiting records, hiring timelines, and retention reports

Summative Evaluation: Met Objective

Goal 4: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: All campuses and departments will meet the required components of the comprehensive district safety plan and state safety requirements.

Summative Evaluation: Met Objective

Nottingham Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: Copies of communication to parents, students and teachers

Summative Evaluation: Met Objective

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB 3- The percent of Nottingham Country Elementary 3rd grade students who achieve Meets and above in Reading will increase to 77% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR Data

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: HB 3 -The percent of Nottingham Country Elementary 3rd grade students who achieve Meets and above in Math will increase to 63% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR Data

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: By May 2025, NCE will Increase the number of students scoring as "Meeting the Standard," as measured on Welnet to contribute to optimal health

Evaluation Data Sources: Weknet End of Year Report

Summative Evaluation: Met Objective

Performance Objective 4: By May 2025, the Average Daily Attendance rate at NCE will increase by at least .5% to a rate of XX.XX%

High Priority

Evaluation Data Sources: Average Daily Attendance Rate data

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 5: By May of 2025, 85% of classroom, resource and academic support teachers will utilize various data sets to develop and implement targeted and focused small group instructions based on misconceptions

Evaluation Data Sources: Forethought Lesson Plans, Observation of Data binders being used in planning

Summative Evaluation: Significant progress made toward meeting Objective

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: The percentage of ESL students who improve by at least one level of English Proficiency according to TELPAS will increase by 5%.

Evaluation Data Sources: TELPAS End of Year Data

Summative Evaluation: Exceeded Objective

Goal 4: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Nottingham Country, in conjunction with the NCE PTA, will establish a system for ensuring that families of all cultural and linguistic backgrounds feel welcome and comfortable on campus.

Evaluation Data Sources: This performance objective will be met if there is an increase in a more culturally diverse volunteer base.

Summative Evaluation: Met Objective

Goal 5: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: During the 2024-2025 school year, teachers will provide opportunities for students to build meaningful relationships, positive classroom community/school culture, support social-emotional skills, and personal character utilizing a variety of strategies including enhancing the House System as well as Purposeful People and daily community circles.

Evaluation Data Sources: Evidence of Community Circles/Morning Meetings, and results of student perceptions survey, PurposeFull People Implementation evaluation, feedback regarding House System

Summative Evaluation: Met Objective

Performance Objective 2: During the 2024- 2025 school year, Nottingham Country Elementary will utilize preventive strategies (e.g., PBIS, CHAMPS, community circles, school wide social emotional learning programs - PurposeFull People, referral to district parent education programs) and tiered levels of identification and intervention (e.g., SpeakUp app, Bullying Investigation procedures, threat assessment documents, behavioral collaboratives through MTSS, small group and individual counseling) to monitor, assist, and reduce the number of students who exhibit harmful behaviors toward self and others.

Evaluation Data Sources: Data collected via the KISD Behavior Threat Assessment Team, MTSS records, Bullying Investigations data.

Summative Evaluation: Met Objective

Paetow High School Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Provide a variety of learning experiences that address district learning needs, interest, aspirations and cultural backgrounds of all learners.

Performance Objective 2: The percent of PHS students who achieve the CCMR target will increase to 62% by July 2025.

HB3 Goal

Evaluation Data Sources: CCMR data

Performance Objective 3: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: All campuses and departments will be 100% staffed with highly effective, certified personnel.

Evaluation Data Sources: Recruiting records, hiring time lines and retention reports.

Performance Objective 2: The district will expand the teacher mentoring program to address the needs of all teachers- both experienced and inexperienced teachers.

Goal 3: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: All campus and departments will meet the required components of the comprehensive district safety plan and state safety requirements.

Evaluation Data Sources: Safety and Security audits and safety documentation (drill logs)

Performance Objective 2: The district will enhance the established multidisciplinary approach to proactively support student emotional well-being

Evaluation Data Sources: Outline and definition of system

Performance Objective 3: An attendance incentive has been put in place and communicated to increase student daily attendance.

High Priority

Evaluation Data Sources: Attendance reports

Pattison Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percent of Pattison Elementary 3rd grade students who achieve Meets and Above in Reading will increase to 83% by July 2025.

HB3 Goal

Evaluation Data Sources: 2025 STAAR Reading Meets Grade Level Standard or Above scores
Demographic data will be reviewed after each assessment.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: HB3: The percentage of Pattison Elementary 3rd grade students who achieve Meets and Above in Math will increase to 77% by July 2025.

HB3 Goal

Evaluation Data Sources: 2025 STAAR Math Meets Grade Level Standard or Above scores
Demographic data will be reviewed after each assessment.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: Monitor and promote the effectiveness of small group instruction to increase student growth on STAAR by 1 %.

Evaluation Data Sources: Coordinated grade level plans for small group instruction
Increased 2025 STAAR scores

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 4: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Performance Objective 5: The percentage of Pattison 5th grade students who achieve Meets or Above in science will increase by 10 %.

Evaluation Data Sources: 2025 STAAR science scores

Summative Evaluation: Significant progress made toward meeting Objective

Goal 2: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Review and comply with all safety and security audit recommendations

Evaluation Data Sources: Safety data, audit data

Summative Evaluation: Met Objective

Goal 3: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Utilize the school-wide CHAMPS/MTSS-B positive discipline program with behavior supports to prevent violence, bullying, and decrease discipline referrals by 3%

Evaluation Data Sources: Decrease in student discipline referrals

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: Increase volunteer participation and attendance at parent/community events by 2%.

Evaluation Data Sources: Volunteer hours and event registrations

Summative Evaluation: Significant progress made toward meeting Objective

Goal 4: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Increase emergent bilingual (EB) parent and family engagement events and participation to improve student performance of Emergent Bilingual Learners.

Evaluation Data Sources: Rosters, Flyers, Extended Day Program, TELPAS

Summative Evaluation: Met Objective

Raines Academy Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: 75% of Raines students will complete at least 75% of the courses assigned to them each 9 weeks

High Priority

HB3 Goal

Evaluation Data Sources: Course completion reports

Goal 2: Raines Academy staff will create and support student attendance for improved academic success.

Performance Objective 1: Raines Academy students will attend school at least 80% each month during the 2024-2025 school year.

Evaluation Data Sources: RaaWee, eSchoolPlus

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: Assistant Principals

Randolph Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3 - The percentage of Randolph Elementary 3rd grade students who achieve Meets or above in Reading will increase to 81% by July of 2025.

HB3 Goal

Evaluation Data Sources: 3rd Grade STAAR assessment; Interims; CBAs; Module Assessments; Amira

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue supporting 3rd grade Reading team in utilizing small group and following HMH curriculum.

Performance Objective 2: HB3 - The percentage of Randolph Elementary 3rd grade students who achieve Meets or above in Math will increase to 72% by July of 2025.

HB3 Goal

Evaluation Data Sources: 3rd Grade STAAR assessment; Interims; CBAs

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to support 3rd grade math team with increasing rigor and exploring best practices to increase Meets percentage further.

Performance Objective 3: Increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to prioritize student health and fitness in the 25-26 school year.

Performance Objective 4: By May 2025, JRE students will perform 5% greater in the Meets Performance Category on the Math STAAR in grades 3 and 4.

High Priority

Evaluation Data Sources: Campus Based Assessments, District Learning Assessments, STAAR Interim Assessments, STAAR Assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: 3rd Grade Math will continue to be a focus for our campus next school year.

Performance Objective 5: By May 2024, scores at the meets and masters levels in Science will increase by at least 5%.

Evaluation Data Sources: Campus Based Assessments, District Learning Assessments, STAAR Interim and STAAR Assessments

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: We want to continue to grow in this area next school year by setting new benchmarks.

Performance Objective 6: Teachers and staff will ask questions at DOK levels 2, 3 or 4 at least 90% of the time in the different structures of their classroom.

Evaluation Data Sources: Effective Schools Framework Rubric
Small Group Data
Partner Group Work
Assessments
Lesson Plans

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We want to revise our focus to questioning during small group instruction for next school year.

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Increase community engagement with our emergent bilingual families by 20%.

Evaluation Data Sources: Number of students actively utilizing ReadyRosie
Attendance at ESL Nights
Participation in our ESL Culture Committee

Summative Evaluation: Met Objective

Next Year's Recommendation: We are looking to expand upon the progress made from this school year!

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: At least 90% of JRE students will report the overall feeling of being safe in school as measured by the Katy ISD Safety and Bullying Survey at the end of the 24-25 school year.

High Priority

Evaluation Data Sources: 1. Katy ISD Perceptions of Bullying and Safety Survey
2. Speak Up App

Rhoads Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: SI/ESF: 83% of teachers will proficiently implement 3 or more Fundamental 5 strategies at least 3 times per week by May.

High Priority

Evaluation Data Sources: Powerwalk data
T-TESS data
Module assessments
CBA/Checkpoint/Interim data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to strive for excellence with hands-on activities and vocabulary development

Performance Objective 2: Rhoads Elementary will increase in the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Implement more ways for students to live s healthy lifestyle

Performance Objective 3: HB3: The percent of Rhoads elementary 3rd grade students who achieve meets and above in Reading will increase to 48% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue smal group instruction and high yield strategies through Fundamental 5

Performance Objective 4: HB3: The percent of Rhoads elementary 3rd grade students who achieve meets and above in Math will increase to 38% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue smal group instruction and high yield strategies through Fundamental 5

Goal 2: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Teachers will utilize (district/state/campus) assessment data to effectively plan for whole group and small group instruction.

Evaluation Data Sources: CBA/Module/Interim/Checkpoint Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to use data and goal-setting to effectively plan classroom lessons.

Goal 3: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Teacher/Paraprofessional Attendance: By the end of the 2024-2025 school year, teacher/paraprofessional attendance will increase by 2%.

Evaluation Data Sources: TCP Reports
Increase in student assessment scores

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to make attendance a priority

Goal 4: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: By the end of the 2024-2025 school year, parent and family engagement will increase by 25%.

Evaluation Data Sources: Raptor reports

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Provide more opportunites for fun and exciting ways of promoting family engagement opportunities.

Goal 5: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: By May 2025, the number of discipline incidents will be reduced by 10%

Evaluation Data Sources: Discipline Data
Student assessment scores

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Increase the sense of community on campus by emphasizing campus-wide PBIS and circle time.

Performance Objective 2: By May 2025, the number of RES students eating breakfast daily will increase to 60%

Evaluation Data Sources: Food & Nutrition purchased data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to make these priorities on campus

Performance Objective 3: By the end of the 2024-2025 school year, 100% of the district's safety policies will be implemented.

Evaluation Data Sources: Safety reports and data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to implement successful safety drills, and create a safe environment for students and staff.

Performance Objective 4: By the end of the 2024-2025 school year, student attendance will increase by 2%.

Evaluation Data Sources: Attendance data
Tardy data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Encorportate PBIS incentives for attendace

Robertson Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percentage of Robertson Elementary students to meet the passing standard of approaching grade level will be 90% or higher on all STAAR assessments and in each student group.

Evaluation Data Sources: 2025 STAAR Data

Performance Objective 2: HB3: The percent of Robertson Elementary 3rd grade students who achieve Meets and above in Math will increase to 54% by July 2025.

Evaluation Data Sources: STAAR Data

Performance Objective 3: HB3: The percent of Robertson Elementary 3rd grade students who achieve Meets and above in Reading will increase to 66% by July 2025.

Evaluation Data Sources: STAAR Data

Performance Objective 4: 90% of teachers will be utilizing small group time efficiently as evidenced by learning walk data.

Evaluation Data Sources: Learning walk rubric

Goal 2: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Robertson Elementary teachers will collaborate to create effective rigorous assessments to measure student progress.

Evaluation Data Sources: Lesson plans, Planning agendas, Assessment data

Summative Evaluation: Met Objective

Goal 3: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Robertson Elementary will promote student engagement during instruction with the use of integrated technology.

Evaluation Data Sources: Lesson plans and Bright Bytes survey

Summative Evaluation: Met Objective

Goal 4: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Robertson Elementary will provide a supportive environment for staff members and promote continued professional growth.

Evaluation Data Sources: Staff survey data

Summative Evaluation: Met Objective

Goal 5: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: The faculty and staff of Robertson Elementary will work collaboratively with parents and the community to establish and maintain a safe, supportive and positive learning environment that will promote high achievement for all students.

Evaluation Data Sources: PTA Membership, Survey Data, Family Event Attendance

Goal 6: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Robertson Elementary will build a positive culture through implementation of our PBIS acronym "PAWS" and PurposeFull People curriculum.

Evaluation Data Sources: PBIS committee data, parent survey data, student safety survey data

Summative Evaluation: Met Objective

Performance Objective 2: Increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Performance Objective 3: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: Staff, Parents, and Student survey data

Summative Evaluation: Met Objective

Rylander Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Rylander teachers and staff will consistently provide a safe with positive reinforcement environment to foster high behavioral expectations for all students.

Evaluation Data Sources: Rylander had a total of 138 behavior referrals for the 2023-2024 school year.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to enforce and plan to provide a safe and positive learning environment that foster high behavioral expectations for all students.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percent of Rylander 3rd grade elementary students who achieve Meets and above in Reading will increase to 77% by July 2025.

HB3 Goal

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with an ELA reading goal for 3rd grade students.

Performance Objective 2: HB3: The percent of Rylander 3rd grade elementary students who achieve Meets and above in Math will increase to 75% by July 2025.

HB3 Goal

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue with a performance goal next year.

Performance Objective 3: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to encourage healthy life styles for all students.

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Rylander teachers will utilize pre/post assessments in order provide data driven small group instruction. Rylander's 3-5 Reading Assessment scores will increase from 67% to 68% for the 2025 STAAR test. Rylander's 3-5 Math Assessment scores will increase from 62% to 64% for the 2025 STAAR test.

Evaluation Data Sources: Current scores, overall for reading is 67% and total overall scores for math is 62%.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to focus on the backwards design, where the assessment is created first.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Rylander teachers will create and utilize a weekly newsletter to maintain effective school-home communication with parents regarding students' progress and instruction.

High Priority

Evaluation Data Sources: Team leaders will keep track on how (and what is included) in the parent weekly newsletters.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: The campus will continue focusing on building collaborative school-home relationships through proactive, positive, informative

communication.

Schmalz Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percent of Schmalz Elementary 3rd grade students who achieve Meets or above in Math will increase to 34% by July 2025.

High Priority

HB3 Goal

Evaluation Data Sources: Compare 2024 and 2025 STAAR data in Domains 1-3

Performance Objective 2: HB3: The percent of Schmalz Elementary 3rd grade students who achieve Meets or above in Reading will increase to 43% by July 2025

High Priority

HB3 Goal

Evaluation Data Sources: Compare 2024 and 2025 STAAR data

Performance Objective 3: Increase the number of students scoring at health fitness zones, as measured on the FitnessGram , to contribute to optimal health.

High Priority

Evaluation Data Sources: FitnessGram, class observations, formative and summative fitness skill assessments.

Performance Objective 4: Schmalz elementary will improve our average daily attendance rate to 94.75 % in 2025

High Priority

Evaluation Data Sources: Daily and weekly attendance reports, RaaWee reports

Performance Objective 5: The percentage of Schmalz elementary students who achieve meets and above in science will increase to 30% in 2025.

High Priority

Evaluation Data Sources: Compare 2024 and 2025 STAAR data

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: SES leadership team will work to retain high-quality staff for 2-3 consecutive years which will promote continuity of learning for staff and students.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: The faculty and staff of Schmalz Elementary will work collaboratively with parents and the community to establish and maintain a safe, supportive, and positive learning environment that will promote high academic achievement for all students.

Evaluation Data Sources: campus surveys and feedback, event attendance, testing data, PBIS data

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: All students, staff, and families will utilize research-based social-emotional learning strategies to maintain a positive learning and
working environment. This includes violence and bullying prevention education.

Evaluation Data Sources: monitor input into BHIP for bullying, data from office referrals, data from student safety surveys

Seven Lakes High School Performance Objectives

Goal 1: Strategic Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Provide and offer quality professional development opportunities designed to increase educator expertise when measuring learner skill acquisition.

Evaluation Data Sources: PD sessions Dream PD aligned to instructional focus

Summative Evaluation: Met Objective

Next Year's Recommendation: Provide and offer quality professional development opportunities designed to increase educator expertise when measuring learner skill acquisition.

Performance Objective 2: SLHS teachers will analyze EOC, formative and summative data to increase student mastery of lesson objectives.

Evaluation Data Sources: AWARE and EOC Scores

Summative Evaluation: Met Objective

Next Year's Recommendation: SLHS teachers will analyze EOC, formative and summative data to increase student mastery of lesson objectives.

Performance Objective 3: Student growth measures will increase by at least 2% from prior year EOC. SLHS will successfully meet all indicators in all components of Domain III: Closing the Gaps

Evaluation Data Sources: EOC

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Student growth measures will increase by at least 2% from prior year EOC. SLHS will successfully meet all indicators in all components of Domain III: Closing the Gaps

Performance Objective 4: The number of students completing a Dual Credit or Advanced Placement course will increase over the previous year.

Evaluation Data Sources: Course completion

Summative Evaluation: Met Objective

Next Year's Recommendation: The number of students completing a Dual Credit or Advanced Placement course will increase over the previous year.

Performance Objective 5: Establish structures that support a collaborative, flexible, safe, and respectful learning environment.

Evaluation Data Sources: discipline data

Summative Evaluation: Met Objective

Performance Objective 6: By June 2025, all passing standards will remain the same, or increase from the previous year. Mastering scores will be comparable to the percentage of students taking KAP courses.

Evaluation Data Sources: Classroom assessments, DLA, STAAR EOC

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: By June 2025, all passing standards will remain the same, or increase from the previous year. Mastering scores will be comparable to the percentage of students taking KAP courses.

Performance Objective 7: By June 2025 98% of students will meet standards in all STAAR EOC tested subjects, Level II.

Evaluation Data Sources: Classroom Assessments, DLA, STAAR EOC

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 8: By June 2024 98% of students will pass Biology STAAR EOC, Level II.

Evaluation Data Sources: DLA, STAAR EOC

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 9: By June 2025 98% of students will pass US History STAAR EOC, Level II.

Evaluation Data Sources: DLA, STAAR EOC

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 10: The percent of Seven Lakes High School students who achieve the CCMR target will increase to 93% by July 2025.

HB3 Goal

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 11: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Summative Evaluation: Significant progress made toward meeting Objective

Goal 2: Strategic Design Goal 5: Katy ISD will securely, effectively and efficiently provide best in class technology to accommodate, educate and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Define and implement district and campus expectations for technology integration inside and outside the classroom

Summative Evaluation: Significant progress made toward meeting Objective

Goal 3: Strategic Design Goal 6: Katy ISD will attract, develop, support and retain high quality staff members.

Performance Objective 1: SLHS will be 100% staffed with highly effective, certified (if applicable) personnel.

Evaluation Data Sources: Recruiting records, hiring timelines, and retention reports

Summative Evaluation: Met Objective

Performance Objective 2: Refine a plan to provide high quality professional development that fosters growth and supports all teachers and staff.

Summative Evaluation: Significant progress made toward meeting Objective

Seven Lakes Junior High Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: By the end of the year, teachers will incorporate consistent classroom structures and behavior expectations to support student behavior.

Evaluation Data Sources: Professional Development with all staff; Examples of Spartan Culture Contracts; Feedback from students during Home Base Checks, Feedback from Teachers during Temperature Checks

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By the end of the year, Teachers will implement strategies from the Effective Schools Framework in their classrooms.

Evaluation Data Sources: PLC Agendas, Classroom Walkthroughs, IC Coaching Data

Performance Objective 2: We will increase the number of students participating in the campus Coordinated Health Program.

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: By the end of the year, I will incorporate data review protocols for all PLCs to assist teachers with disaggregating formative and summative data to drive their instructional goals.

Evaluation Data Sources: PLC Agendas, CBA and DLA Data, Examples of Data Protocols

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Seven Lakes Junior High will establish systems for teachers to feel connected to one another and to feel supported by administration and support personnel in order to retain teachers.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: By the end of the year, I will provide ways for parents to feel connected to the campus as well as ways for staff to show support for students outside of the school day.

Evaluation Data Sources: Parent Academy Topics, School/Community Choice Board, Campus Culture Committee, International Festival, Coffee with the Principal, CAT Team

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: 90% of students and staff will report that they have a positive relationship with at least 1 staff member in the building as evidenced by data collected on the student safety survey and temperature checks.

Evaluation Data Sources: Home Base Feedback Checks, Staff Temperature Checks

Shafer Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Shafer Elementary will comply with all safety procedures and protocols outlined by the KISD Office of Emergency Management in order to provide a safe and secure environment for all students and staff.

Evaluation Data Sources: Raptor Drills, Staff Training, Door Security Checks, Partnership with Campus Security Officer

Summative Evaluation: Met Objective

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: During the 2024-2025 school year, the Administration, Support Staff, and Special Education Teachers will collaborate monthly to monitor students' progress in receiving Special Education Services (by grade level). Interventions and instructions will be monitored and adjusted based on performance data trends.

High Priority

Evaluation Data Sources: skill-based grades, formative assessments, district assessments, Amira and Dreambox, behavior data review,

Summative Evaluation: Met Objective

Performance Objective 2: Teachers will incorporate targeted, systematic, Intervention throughout the instructional day using strategies aligned to approved resources.

High Priority

Evaluation Data Sources: Evaluative observations, non-evaluative learning walks, instructional trend data analysis

Summative Evaluation: Met Objective

Performance Objective 3: Shafer Elementary students will exhibit behaviors and attitudes contributing to an engaging and caring learning environment.

High Priority

Evaluation Data Sources: Engage student and teacher participation in the unique Shafer House System, PBIS, MTSS-B along with supports of PurposeFULL People.

Summative Evaluation: Met Objective

Performance Objective 4: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Performance Objective 5: HB3: The percent of Shafer elementary 3rd grade students who achieve Meets and above in Reading will increase to 76% by July 2025.

HB3 Goal

Summative Evaluation: Met Objective

Performance Objective 6: HB3: The percent of Shafer elementary 3rd grade students who achieve Meets and above in Math will increase to 63% by July 2025.

Summative Evaluation: Met Objective

Goal 3: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: The percentage of Shafer Elementary 3rd grade students who achieve "meets" and above for STAAR Math will increase to 90% or higher by May 2025

Evaluation Data Sources: STAAR Test Scores

Summative Evaluation: Met Objective

Performance Objective 2: The percentage of Shafer Elementary 3rd grade students who achieve "master grade level" for STAAR Reading will increase to 45% or higher by May 2025

Evaluation Data Sources: STAAR Test Data

Summative Evaluation: Met Objective

Goal 4: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Teachers and staff will support dynamic student learning using technology provided by the Class 1:1 intiative.

Evaluation Data Sources: Student use and engagement reports, classroom observations, instructional learning walks

Summative Evaluation: Met Objective

Goal 5: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Shafer Elementary will partner with PTA and community business partners to maximize our strengths, resources, and talents to engage the entire community. We will partner with PTA to bring new and innovative programs that emphasize our student experience cornerstones of joy, wonder and inquiry.

Evaluation Data Sources: PTA agendas, programs and community attendance data

Summative Evaluation: Exceeded Objective

Stanley Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

HB3 Goal

Evaluation Data Sources: counselor schedule, bullying survey results, BHIP data

Summative Evaluation: Met Objective

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Stanley Elementary will improve the number of students who meet expectations on all reading and math major assessments (including STAAR) to 90%.

Evaluation Data Sources: major assessment data, STAAR, student grades, small group data

Summative Evaluation: Met Objective

Performance Objective 2: Stanley Elementary will increase our percentage of students mastering science content on major assessments (including STAAR) to 40%.

Evaluation Data Sources: major assessment data, STAAR, student grades, small group data

Performance Objective 3: Stanley Elementary will increase our percentage of students mastering math concepts on major assessments (including STAAR) to 60%.

Evaluation Data Sources: major assessment data, STAAR, student grades, small group data

Performance Objective 4: HB3: The percent of Stanley elementary 3rd grade students who achieve meets and above in Reading will increase to 88% by July 2025.

HB3 Goal

Performance Objective 5: HB3: The percent of Stanley elementary 3rd grade students who achieve meets and above in Math will increase to 85% by

July 2025.

HB3 Goal

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Goal 5: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: By February of 2025, Stanley staff will share information three times to promote the virtual engagement series offered by the EB Support division with families of EB students in our community.

Evaluation Data Sources: communication record and parent attendance

Summative Evaluation: Met Objective

Goal 6: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Stanley will increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Stephens Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: This year at least 90% of students in 90% of classes will consistently participate in academically rigorous and engaging independent work/activities and intentional small group instruction to enhance all levels of differentiated learning.

High Priority

HB3 Goal

Evaluation Data Sources: Classroom Observations, Learning Walks, Small Group Anecdotal Notes, Amira Data & Dreambox Data,

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Next year, teams will continue to implement academically rigorous and engaging independent work/activities to provide intentional small group instruction to enhance differentiated learning & academic achievement.

Performance Objective 2: HB3: The percent of Stephens elementary 3rd grade students who achieve meets and above in Reading will increase to 59% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: The percent of Stephens 3rd grade students obtaining 59% Meets GL Standard or Above on the RLA STAAR will continue to be a performance objective due to students obtaining a 53% on this mastery level.

Performance Objective 3: HB3: The percent of Stephens Elementary 3rd grade students who achieve meets and above in Math will increase to 48% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: This school year our students in 3rd Grade Math achieved 58% on STAAR at Meets or Above GL. Next year, we will modify this goal.

Performance Objective 4: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: The goal of increasing the number of students participating in the campus Coordinated Health Program will continue next year to increase physical fitness learning.

Goal 2: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: On the Spring 2025 STAAR Math assessments, 80% of students will score at the approaches level and 40% at meets or above.

High Priority

Evaluation Data Sources: Reading, Math & Science STAAR Assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: This performance objective will continue. This year students scored 76% on the STAAR in the Approaches level.

Goal 3: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Students in Pre-Kindergarten - 5th Grade will utilize effectively iPads and Chromebooks to enhance best-practice technologically driven instruction.

High Priority

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Students will continue to utilize technology (iPads, Chromebooks & electronically-based items) to support their learning.

Goal 4: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: 100% of teachers will score at the proficient level or higher on Domain III & Domain IV of T-TESS or similar domain on an alternate instrument.

High Priority

Evaluation Data Sources: End of the year T-TESS evaluation data

Performance Objective 2: A campus-wide aspiring leadership group will be established and meet monthly to discuss various components of leadership

and leadership opportunities.

Evaluation Data Sources: Monthly agendas & topics

Goal 5: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Stephens Elementary will increase the percentage of parents engaged in school activities/events by 10% during the 2024-2025 school year by implementing activities towards school-to-home learning, extracurricular activities & secondary readiness learning. Parents will receive weekly/monthly notifications pertaining to scheduled upcoming events .

High Priority

Evaluation Data Sources: Surveys, Volunteer Hours, Calendar of Events via Smore, Blackboard, Facebook and/or Remind application

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: The campus will continue to implement activities towards school-to-home learning, extracurricular activities & secondary readiness learning.

Performance Objective 2: Stephens Elementary is 60% Bilingual and EB students. We will inform parents in multiple languages of events and activities from the campus and district levels to ensure they are able to attend educational events to enhance student achievement.

Evaluation Data Sources: Campus Newsletters, District newsletters, Teacher Calendars

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Campus will continue to inform parents in multiple languages of events and activities to support our EB community.

Goal 6: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: We will decrease the percentage of Administration support requested in class to assist with discipline by 50% by the end of the 2024-2025 school year to ensure students feel emotionally safe and cared for in their learning environment.

High Priority

Evaluation Data Sources: Discipline Data & Student Survey

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: The goal will be to continue the progression obtained this year to ensure teachers & students feel emotionally safe & cared for in their learning environment.

Performance Objective 2: School counselor will meet with students to conduct instruction on building relationships and preventing bullying and cyberbullying. Campus will focus on anti-bullying in the month of October and wear orange to support anti-bullying efforts.

High Priority

Evaluation Data Sources: Monthly meeting topics

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: School counselor will continue to meet with students to conduct instruction on building relationships and preventing bullying and cyberbullying. Campus will focus on anti-bullying in the month of October and wear orange to support anti-bullying efforts.

Stockdick Junior High Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: To enhance safety measures daily at SJH, every student and employee will be recognized by having a visible ID.

High Priority

Evaluation Data Sources: daily checks upon entering the building and during the first periods of the day

Performance Objective 2: Safety drills will take place throughout the school year to assure students and staff are prepared in the different safety scenarios.

High Priority

Evaluation Data Sources: Drill expectations given by district will be followed

Performance Objective 3: Information on violence prevention and bullying prevention will be provided to parents, students, and teachers.

High Priority

Evaluation Data Sources: Characterstrong
Student survey

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Each tested subject will use aware to input common formative assessments to measure growth of the students on tested TEKS.

High Priority

Evaluation Data Sources: common formative assessments data

Performance Objective 2: 77% of SJH content teachers will effectively implement campus focused Fundamental 5 strategies based off monitoring tool by April 2025

Evaluation Data Sources: Instructional coaches have developed a walk through form to help with focus on the use of the tools from Fundamental 5.

Performance Objective 3: During PLC, each team will review data from assessments and discuss rigor of questions being assessed.

Performance Objective 4: During advisory, teachers will use a computer based program (Freckle) to monitor growth and usage of students on TEK specific activities.

Evaluation Data Sources: Freckle

Performance Objective 5: By April, 70% of teachers will be using the strategies learned through the Seidletz & steps training

Evaluation Data Sources: The EL faclitator walkthoughs

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Trainings will be done in mini campus professional development every six weeks for teachers to assure each teacher is utilizing best technology methods to teach within in each content.

Evaluation Data Sources: Campus technology specialist will work with the contents to set up needs of the team.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: New teachers and staff to the campus will have an experienced mentor to check on them every 3 weeks. to review classroom management and understanding of campus procedures.

Performance Objective 2: During the 24-25 school year, the participation by staff will increase by 25% in completing the culture and climate survey

Evaluation Data Sources: District Climate Survey

Performance Objective 3: During the 2024-2025 school year, a committee will review discipline trends each six weeks

Evaluation Data Sources: Discipline reports and the different levels that are taking place in the school

Performance Objective 4: By May 2025, the pillars that reflect school management and appreciation from the Culture and Climate survey, will show a score of 8 or above.

Evaluation Data Sources: Results from the Culture and Climate Survey

Goal 7: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: By January of 2025, the PTSA membership will increase by 5% from the previous school year.

Evaluation Data Sources: Documentation from meetings that show growth in membership

Goal 8: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Sundown Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percentage of Sundown Elementary 3rd grade students who achieve Meets and above in Reading on STAAR will increase to 35% by July 2025.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue to strive for a higher percentage of students achieving Meets and above. 37.5% of students achieved Meets or above on STAAR reading preliminary results.

Performance Objective 2: HB3: The percentage of Sundown Elementary 3rd grade students who achieve Meets and above in Math on STAAR will increase to 25% by July 2025.

HB3 Goal

Evaluation Data Sources: Campus Based Assessments
District Learning Assessments
STAAR

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue to strive for a higher percentage of students achieving Meets and above. 30% of students achieved Meets or above on STAAR math preliminary results.

Performance Objective 3: By July 2025 the percentage of all students who achieve Meets and above performance expectations in the STAAR reading, math, and science assessments will increase by 2%.

High Priority

Evaluation Data Sources: STAAR

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to strive for a higher percentage of students achieving Meets and above. Preliminary results are promising.

Performance Objective 4: Sundown Elementary Emergent Bilingual students will demonstrate growth of at least one proficiency level on TELPAS.

High Priority

Evaluation Data Sources: Growth in English language development proficiency as evidenced on TELPAS results.

Next Year's Recommendation: Continue to promote 7 Steps to a Language Rich Classroom

Performance Objective 5: By May of 2025, at least 85% of students will demonstrate growth (1+ years) in reading, math and science, as measured by designated assessments.

Evaluation Data Sources: STAAR
Literacy Modul e Assessments
Math Checkpoints
District Learning Assessments
Amira Growth Assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to focus on students making one year's growth according to identified data collection assessments. Continue to train and support teachers on how to measure and achieve one year's growth with their students in reading and math. Refine Instructional Coach goals with coaching teachers.

Performance Objective 6: SI: 85% of grades 3-5 teachers will score at Lever 3 or higher on the SE Feedback Tool for monitoring instructional expectations.

Evaluation Data Sources: SE Feedback Tool

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with data digs and protocols as well as professional development for teachers to locate and analyze their student data. Modify the SE Feedback Tool and apply again, ensuring that it is implemented with fidelity in grades K-5.

Performance Objective 7: Sundown Elementary will increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: Fitness Gram, Class Observations, Formative and Summative fitness skill assessments

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Collaborate with the PE Coach on targets for each nine weeks.

Goal 2: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Grade level teachers will create and implement rigorous assessments, student work expectations, and lesson plans that reflect the rigor of the TEKS standards. Teachers will use Depth of Knowledge (DOK) levels in lesson planning and in assessments.

Evaluation Data Sources: Teacher lesson plan reviews
Formative and campus-based assessments
Student work samples

Data Analysis Protocols
Student Work Protocols

Summative Evaluation: Met Objective

Next Year's Recommendation: Provide professional development and support for teachers on how to build effective formative assessments using DOK Levels and the TEKS.

Goal 3: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: 90% of the staff at Sundown Elementary will perform at the proficient level of the T-TESS evaluation or alternate instrument.

Evaluation Data Sources: TTESS walkthroughs
TTESS observations
TTESS goal conferences
End of year TTESS Evaluation Data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to grow teacher understanding of the connection between TTESS SLO goals, campus goals, and the dimensions of TTESS.

Goal 4: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Sundown Elementary will promote increased parental/community engagement by strengthening communication with parents and families in a variety of ways, and offering a variety of resources, and activities/events for parents and families that provide strategies and resources for parents/families to use to support their students with learning.

Evaluation Data Sources: Attendance at Parent Engagement events.
Parent/teacher interactions regarding student achievement.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue to provide high quality family engagement events that support teaching parents/families how to support their student(s) at home.

Performance Objective 2: Sundown Elementary will increase parent/family awareness of the importance of consistent school attendance and its correlation to academic achievement and increase the attendance rate to 93.73%.

High Priority

Evaluation Data Sources: Student attendance rate.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue to focus on increasing attendance of all learners at Sundown Elementary.

Goal 5: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: 90% of students will be behaviorally engaged in the classroom instruction/activity in a ten minute window.

Evaluation Data Sources: Classroom observational data collection

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with the behavioral engagement goal, adding in checkpoints for data discussions and a more direct link to the coaching cycle.

Performance Objective 2: Sundown will implement professional development and programs to promote positive academic and social behavior outcomes. The programs will include positive incentives and common language used in all campus areas.

Evaluation Data Sources: Scheduled programs.
PBIS data collection.
CHAMPS data collection and observations.
PurposeFULL People morning meeting implementation.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with the PBIS plan in place, Armadillo Way Committee and shift from PBIS APP to Class Dojo.

Performance Objective 3: All teaching classrooms will have a common language across campus areas, "Calm Corners," the "Purposeful People" character education program. The goal is to increase positive social behavior outcomes as measured by a decrease in behavior referrals and an increase in student recognition for positive behaviors. Students will be able to identify feelings, use self-regulation strategies in the classroom and maintain a positive learning environment. Daily morning circles in the classroom will increase awareness and application of social skills to improve peer to peer, student to adult interactions.

Evaluation Data Sources: Implement morning meeting curriculum of Purposeful People and social skill activities.
Implement a Calm Corner in each classroom.
Provide students of all grade levels regular guidance lessons on social skills, self-regulation techniques and emotional awareness.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue with Calm Corners, PurposeFULL People, morning meetings and guidance lessons.

Taylor High School Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By June of 2025, Taylor High School will increase the Domain II Academic Growth score from a component score of 75 to an 80 by the next accountability report.

High Priority

Evaluation Data Sources: State Accountability Report 2024

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with goal

Performance Objective 2: The percent of Taylor High School students who achieve the CCMR target will increase 82% by July 2025.

HB3 Goal

Evaluation Data Sources: State Accountability Report 2024

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with goal

Goal 2: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: By June 2025, Taylor High School will increase awareness and utilization of mental health resources and support services available on campus as evidenced by achieving a 25% increase in student knowledge of available mental health resources as measured by a pre and post campaign survey.

Evaluation Data Sources: Pre/Post Mental Health Service Awareness Survey

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: By June of 2025, Taylor High School will increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Goal 3: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: By June of 2025, Taylor High School will decrease the overall percentage of tardiness and truancy concerns by 5% as a whole campus approach to student discipline.

Evaluation Data Sources: Campus Discipline Data

Summative Evaluation: Met Objective

Performance Objective 2: By June of 2025, Taylor High School will create, implement, and revise, if necessary, a plan to improve student drop-off and pick-up on the campus.

Evaluation Data Sources: Traffic flow study, Parent/Student/Staff Feedback

Summative Evaluation: Met Objective

Tays Junior High Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: 95% of students will meet or exceed the growth indicator of the STAAR Reading, Math, Social Studies and Science tests. Tays Junior High will implement strategies to meet each student where they are to increase student growth and achievement.

Evaluation Data Sources: STAAR assessment data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We do not have official STAAR scores yet

Performance Objective 2: All English learners with parent approval for ESL program participation minimally receive English Language Arts and Reading (ELAR) instruction by teachers who are certified in ESL, along with ELAR certification for the appropriate grade level(s).

Evaluation Data Sources: Certification status for ELAR teachers

Summative Evaluation: Met Objective

Next Year's Recommendation: Will continue to work with non ESL certified RLA teachers to get their certification.

Performance Objective 3: Teachers are informed of the English language proficiency levels of the English learners in their classrooms, and PLCs will actively utilize the ELPS to provide meaningful opportunities for ELs to develop social and academic English proficiency in listening, speaking, reading and writing.

Evaluation Data Sources: Teacher PD and feedback

Summative Evaluation: Met Objective

Performance Objective 4: Teachers of emergent bilingual (EB) students will participate in professional development that addresses instruction that is sheltered and culturally responsive.

Evaluation Data Sources: Teacher PD and feedback

Summative Evaluation: Met Objective

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: Tays Junior High will implement strategies that will close the academic performance gap between student sub-populations.

Evaluation Data Sources: STAAR Scores

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Do not have official STAAR scores yet.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Tays Junior High will continue to provide a culture conducive to staff retention and build partnership among staff as evidenced by the retention rate.

Evaluation Data Sources: Staff turnover, staff feedback, Culture and Climate Survey

Summative Evaluation: Exceeded Objective

Goal 7: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Tays Junior High will communicate weekly with parents about upcoming school events and invite parents and the community to participate in school wide events so they are engaged in their child's education.

Evaluation Data Sources: Statistics on SMORE usage, participation in PTSA events and other campus events

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue this for next year.

Performance Objective 2: Increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Performance Objective 3: Tays Junior High will provide parent engagement activities to parents/guardians of English learners that is supplemental to the services provided to all parents.

Evaluation Data Sources: Communication about events and attendance at those events.

Summative Evaluation: Met Objective

Performance Objective 4: Tays Junior High will provide family engagements activities for families of English learners (parent and child together) that is supplemental to the services provided to all families.

Evaluation Data Sources: Communication about events and attendance at those events

Summative Evaluation: Met Objective

Goal 8: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Tays Junior High will continue to enhance our advisory period (Home Base) and increase the effectiveness of the social and emotional lessons students participate in each week.

Evaluation Data Sources: Feedback from teachers and students, character dares, Student safety survey results

Summative Evaluation: Met Objective

Next Year's Recommendation: We will continue this for next year and use discipline data to help determine what specific topics best meet our students' needs.

Performance Objective 2: Tays Junior High will provide information on violence prevention and bullying prevention to parents, students and teachers.

Evaluation Data Sources: Feedback from students, parents and teachers

Summative Evaluation: Met Objective

Performance Objective 3: Tays Junior High will engage with families of EB (Emergent Bilingual) learners through various activities.

Summative Evaluation: Met Objective

Tompkins High School Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Tompkins High School will implement systems that ensure the physical safety of our students and staff.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Tompkins High School will focus on addressing the unique learning needs of each student while delivering high-quality instruction that supports the growth of all learners.

Evaluation Data Sources: EOC data, District Level Assessments, Campus Based Assessments, Individual Student Work, Interim assessments

Performance Objective 2: The percent of Tompkins High School students who achieve the CCMR target will increase to 90% by July 2025.

Performance Objective 3: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 3: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Tompkins High School will employ a variety of assessment strategies to gain a comprehensive understanding of student learning. Professional Learning Communities will analyze and utilize data in order to create meaningful and effective assessments.

Evaluation Data Sources: Aware, DLA, CBA,

Goal 4: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: Tompkins High School will implement internal systems to effectively integrate our 1:1 technology into classrooms in order to enhance student learning.

Goal 5: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Tompkins High School will establish a collaborative and supportive learning environment that facilitates teacher development. We will implement systems that enable teachers to connect across the campus, fostering a culture of collaboration and innovation in the classroom

West Memorial Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By May 2025, at least 70% of WME students will meet or exceed targeted growth expectations in Reading and Math as evidenced by teacher small group data, interim and campus assessment data, student learning objectives, and Amira/Dreambox Data.

High Priority

HB3 Goal

Evaluation Data Sources: teacher small group data, interim and campus assessment data, student learning objectives, and Amira/Dreambox Data.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue this objective with refined benchmarks based on subgroup data.

Performance Objective 2: SI: 80% of WME teachers will implement targeted, data based small group instruction as evidenced by data from District Literacy IPG Rubric and Math Look For Documents as well as by planning and note taking documents in the teacher data binders. .

High Priority

Evaluation Data Sources: Literacy IPG, Math Look For, Teacher Data Binders

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue--enhance focus on alignment to campus expectations.

Performance Objective 3: HB3: The percent of West Memorial elementary 3rd grade students who achieve meets and above in Reading will increase to 48% by July 2025.

HB3 Goal

Summative Evaluation: Exceeded Objective

Performance Objective 4: HB3: The percent of West Memorial elementary 3rd grade students who achieve meets and above in Math will increase to 30% by July 2025.

HB3 Goal

Summative Evaluation: Met Objective

Performance Objective 5: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue with more consistent implementation and awareness of CATCH activities.

Goal 2: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: West Memorial Elementary will stay up to date with best teaching practices and CLASS 1:1 standards by providing access to online subscriptions, technology accessories, and additional technology to teachers and students.

High Priority

Evaluation Data Sources: purchase requisitions and purpose summaries

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue--update and evaluate tools for instructional impact.

Goal 3: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: At least 70% of WME staff will consistently participate in Culture and Climate Surveys and each pillar will show a score of 7 or higher.

Evaluation Data Sources: Culture and Climate Survey Data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue--focus on follow-through from feedback and targeted morale boosters.

Goal 4: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: WME will partner with community providers to provide student parent and family engagement opportunities throughout the school year.

Evaluation Data Sources: Sign in sheets for PFE events, purchase requisitions for contracted services

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue--expand outreach to underrepresented families.

Goal 5: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: West Memorial Elementary will utilize preventive strategies to increase the emotional well-being of students through positive support systems (e.g., Ron Clark House System, Project CLASS social skills, Morning Meetings, and the implementation of school wide social emotional learning programs-Purposefull People) and continuing tiered levels of identification and intervention to monitor, assist and reduce the numbers of students who exhibit disruptive discipline behaviors (physical contact and noncompliance).

High Priority

Evaluation Data Sources: Discipline data, PAW Bucks, House Points, Referrals

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue--intensify support for behavior hotspots and under-supported grade levels.

West Memorial Junior High Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: WMJH teachers will utilize PBIS Systems and Rewards and CHAMPS Behavior systems to decrease the incidents of tardies, non-compliance, and disrespect campus-wide by 10%.

Evaluation Data Sources: PBIS Rewards System, Teacher Data

Summative Evaluation: Exceeded Objective

Performance Objective 2: Information on violence prevention and bullying information will be presented and provided to parents, students, and teachers.

Evaluation Data Sources: Campus discipline data

Summative Evaluation: Met Objective

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: WMJH will utilize the Fundamental Five 2.0 practices to increase student engagement.

Evaluation Data Sources: Administrative Learning Walks, Book Study of Fundamental Five 2.0, Relevant and Timely Campus Based Professional Development on the Fundamental Five 2.0 Strategies

Summative Evaluation: Exceeded Objective

Performance Objective 2: 90% of students will be authentically engaged within the first 10 minutes of class.

Evaluation Data Sources: Instructional Coach Role, Instructional Coach Learning Walks, Administrative Learning Walks,

Summative Evaluation: Met Objective

Performance Objective 3: WMJH will increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Goal 3: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards

continuous improvement.

Performance Objective 1: WMJH students will increase approaches, meets, masters (AMM) across all STAAR tested subjects by 5%.

Evaluation Data Sources: Campus Based Assessments, District Assessments, STAAR Data

Summative Evaluation: Exceeded Objective

Performance Objective 2: 65% of English Language Learner students in grades 6-8 will increase by one proficiency level on their TELPAS composite score.

Evaluation Data Sources: TELPAS Assessment Data, Campus Learning Walks, Relevant and Timely Emerging Bilingual Professional Development, Campus Based Assessment Data

Summative Evaluation: Significant progress made toward meeting Objective

Williams Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: JWE will show a 5% increase in all scoring categories, Approaches, Meets and Masters, on Science STAAR.

Evaluation Data Sources: STAAR data, Campus and District Based Assessment Data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We exceeded in Approaches (15%) and Meets (10%) and made 3% growth in Masters (2% short of the goal) for all testers. Considering the huge growth in both Approaches and Meets, along with the solid progress in Masters, the performance objective should be continued with adjustments to expected growth.

Performance Objective 2: 4th and 5th Grade students at JWE will show a 1% or more increase in performance in each reporting category, Approaches, Meets and Masters, on Math and Reading STAAR from the '23-'24 school year (3rd and 4th grade scores) to the '24-'25 school year (4th and 5th grade scores).

Evaluation Data Sources: STAAR data, Campus and District Based Assessment Data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with strategies. Scores in both reading and math improved across categories in 4th grade (2024 3rd to 2025 4th) in Approaches (R+2% M+7%), Meets (R+14% M+22%) and Masters (R+19% M+31%). Scores varied in 5th grade (2024 4th to 2025 5th) in Appoaches (R-2% M no change), Meets (R+5%, M+1%) and Masters (R+10%, M-2%).

Performance Objective 3: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with a focus on the Coordinated Health Program and further collaboration of staff.

Performance Objective 4: HB3: The percentage of Williams Elementary 3rd grade students who achieve Meets and above in Math on STAAR will increase to 59% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR data, Campus and District Based Assessment Data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to focus on an improvement in scores. 2025 3rd grade Meets and above measured at 60% for preliminary results.

Performance Objective 5: HB3: The percentage of Williams Elementary 3rd grade students who achieve Meets and above in Reading on STAAR will increase to 65% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR data, Campus and District Based Assessment Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to focus on an improvement in scores. 2025 3rd grade Meets and above measured at 63% for preliminary results.

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: By the end of the school year, all JWE teams will incorporate data protocols during planning to evaluate student progress and plan for targeted instruction.

Evaluation Data Sources: Planning Meetings, Data Analysis Professional Learning

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with development of data digs as an integration into team planning.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Williams Elementary will promote parent and community engagement that supports student growth and learning.

Evaluation Data Sources: Raptor, Volunteer Participation, Campus Event Attendance

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with high participation level activities and continue with communication of campus events.

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Information on violence and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: Discipline data, Student Survey Data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with the successful programs on campus to support the well being of students and staff.

Wilson Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Tom Wilson Elementary will continuously provide ongoing safety awareness training to staff and students.

Evaluation Data Sources: Raptor Drill Manager Log, Safety and Security Staff Survey, Weekly Door Check Log

Performance Objective 2: The school counselor will conduct bullying and violence prevention lessons to educate the students and decrease bulling incidents.

Evaluation Data Sources: Bullying Survey

Summative Evaluation: Exceeded Objective

Performance Objective 3: The students will be educated on the Speak Up reporting system.

Evaluation Data Sources: Speak Up Reports are immediately monitored.

Summative Evaluation: Exceeded Objective

Performance Objective 4: The counselor created Purposefull People Community Circle lessons for every day of the week. Guidance lesson are provided once per nine weeks.

Evaluation Data Sources: Counselor observations during community circle time

Summative Evaluation: Exceeded Objective

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: This year at least 90% of students will consistently be engaged during independent work/work station time by the end of the year.

Evaluation Data Sources: Instructional Coach Data

Performance Objective 2: Teachers were provided choice professional development sessions for August back to school week. Topics included CHAMPS, Building Relationships and Classroom Management Strategies.

Evaluation Data Sources: Teachers completed a feedback form for choice sessions, discipline referrals

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue these topics during Back to School Professional Development.

Performance Objective 3: Growth measures, Amira and Dreambox data are analyzed to target individualized learning needs.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Track new MAP assessment data.

Performance Objective 4: HB3: The percentage of Wilson Elementary 3rd grade students who achieve Meets and above in Math on STAAR will increase to 81% by July 2025.

HB3 Goal

Summative Evaluation: Exceeded Objective

Performance Objective 5: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Exceeded Objective

Performance Objective 6: HB3: The percentage of Wilson Elementary 3rd grade students who achieve Meets and above in Reading on STAAR will increase to 78% by July 2025.

HB3 Goal

Summative Evaluation: Exceeded Objective

Goal 3: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Tom Wilson Elementary teachers in grades 2-5 will become proficient in administering assessments in Aware.

Performance Objective 2: The staff will participate in monthly faculty meetings with topics relevant to district goals and campus initiatives.

Evaluation Data Sources: The administration will survey staff to determine professional development needs.

Summative Evaluation: Exceeded Objective

Goal 4: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: The ratio of Chromebooks in grades 3rd-5th is 1:1. The ratio of ipads for K-2 is 1:2.

Summative Evaluation: Exceeded Objective

Performance Objective 2: The Classroom Technology Designer and the Librarian held training sessions to educate the 3rd through 5th graders.

Summative Evaluation: Exceeded Objective

Performance Objective 3: The classroom technology designer will attend grade level planning session to incorporate technology into lesson plans.

Evaluation Data Sources: Lesson plans, Planning Meeting Agenda

Summative Evaluation: Met Objective

Next Year's Recommendation: Introduce new lesson plan documentation system

Goal 5: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Teachers will have the opportunity to be recognized each week by their peers in the weekly newsletter. Out of those recognitions, one teacher will receive a staff of the week gift, shout out on announcements, recognition in the community-wide e-news and social media. Instruction will also be highlighted through a picture and specific praise in the campus update each week.

Summative Evaluation: Exceeded Objective

Winborn Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: SI/ESF: 80% of teachers will be proficient in their planning and delivery of the mini-lesson, stations, and small group lessons using high-quality instructional materials and research-based teaching practices that promote critical-thinking skills and include differentiated and scaffolded support for students with disabilities, English learners, at-risk students, and other student groups.

High Priority

Evaluation Data Sources: STAAR scores, Literacy Modules, Math Checkpoints, Interims, Learning Walk data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue many of these strategies and structures as evident by data

Performance Objective 2: The percentage of Winborn Elementary students who achieve meets and above in reading, math, and science will increase by 10% in each subject area in 2025. Winborn Elementary will implement strategies to increase student performance that will close the academic achievement gaps between student sub-populations.

High Priority

Evaluation Data Sources: STAAR Scores, 2025 Accountability ratings

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue with may of the strategies and structures as evident by student growth.

Performance Objective 3: HB3: The percent of Winborn Elementary 3rd grade students who achieve Meets or above in Math will increase to 50% in 2025.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR scores, Accountability ratings 2025.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue many these strategies and structures as evident by student growth.

Performance Objective 4: HB3: The percent of Winborn Elementary 3rd grade students who achieve Meets or above in Reading will increase to 49% in

2025.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR scores, Accountability ratings 2025

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue this performance objective and strategy as evident by student growth

Goal 2: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: Students and Teachers will use data to inform decision making regarding goal setting and instruction in Reading, math and science, as well as to formulate small groups, intervention groups, and monitor student progress. Data meeting will be held following every District Assessment, and MTSS data meetings will be held quarterly.

Evaluation Data Sources: District assessments, DLA/Interims, STAAR, and MTSS data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue many of these strategies as evident by data

Goal 3: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Winborn Elementary will ensure all staff members are highly qualified and provide a culture that empowers staff members to reach their highest level of potential, as well as retain staff.

Evaluation Data Sources: Retention rate, TTESS data, Satchel Survey

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to support, train, and retain staff to sustain our culture of learning.

Goal 4: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Increase parent and family engagement by 20% annually by offering a variety of activities and events supporting the whole child.

Evaluation Data Sources: Parent sign in sheets, parent volunteer hours, Class DOJO data,

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: This will continue to be a focus for next school year and develop more activities to engage families with instructional support.

Goal 5: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Winborn Elementary will utilize preventive strategies to increase the emotional well-being of all students through positive support systems (ie: PBIS, Purposeful People, Exceptional Eagle, Project Class, Crisis Prevention Institute, Morning Meetings) and continuing tiered levels of identification and intervention to promote a safe and quality environment to provide students with opportunities for a well-rounded education

Evaluation Data Sources: Discipline Referrals, Classroom Observation Data, MTSS

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue systems that are working well and adjust those that need more support.

Performance Objective 2: Increase the number of students and families participating in the campus Coordinated Health Program.

Evaluation Data Sources: Fitness Gram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Collaborate with staff and community to improve on our health program.

Performance Objective 3: Winborn Elementary will improve the average daily attendance rate from 94.52% in the 2023-2024 school year to 95.7% in 2024 - 2025 school year.

High Priority

HB3 Goal

Evaluation Data Sources: Daily and weekly attendance reports, RAAWEE reports

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continuethis strategy and collaborate with staff to increase attendance.

Wolfe Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: SI:-By the end of the year 85% of Wolfe Elementary 2nd-5th Teachers will be able to explicitly teach a mini lesson, by modeling teacher thinking, using a variety of instructional strategies, quality questioning & sequencing lessons into appropriate chunks.

High Priority

Evaluation Data Sources: Comparing the Interim Reading, Math & Science Data, Check Points & Campus Based Assessments from the current cohort to last year cohort of students.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Approxiamately, 85% of our teachers were able to explicility teach a mini lesson and the students were successful. As we reviewed the interim data for 5th Reading and Math Wolfe Elementary was at 60 AMM compared to the district 71 AMM. As we analyzed the Math, we noticed that Wolfe AMM was 51 compared to the district 63. We also performed within the same range as our campus comparison groups.

Performance Objective 2: HB3:The percent of all third grade Wolfe Elementary students who achieve Meets and above in Math will increase to 41% by July 2025.

HB3 Goal

Evaluation Data Sources: The STAAR results will be compared from the 2024 to 2025 school year.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: As I reviewed the 3rd grade math interim data for Wolfe Elementary. I observed that the Average Meets and Master's Score for the district was a 49% and Wolfe Elementary 39%. We performed on the higher level compared to our campus comparison groups.

Performance Objective 3: HB3:The percent of all third grade Wolfe Elementary students who achieve Meets and above in Reading will increase to 39% by July 2025.

HB3 Goal

Evaluation Data Sources: The STAAR results will be compared from the 2024 to 2025 school year.

Summative Evaluation: Met Objective

Next Year's Recommendation: We were able to analyze our 3rd grade interim data from the 23/24 to 24/25 school year and we have seen an increase in the Average

Meets from a 39% to 51%.

Performance Objective 4: The percent of all fifth grade Wolfe Elementary students who achieve Meets and above in Science will increase from 43% to 45% by July 2025

Evaluation Data Sources: The STAAR results will be compared from the 2024 to 2025 school year.

Summative Evaluation: No progress made toward meeting Objective

Next Year's Recommendation: We have seen a decrease in our Science scores in 5th grade in the interim data from 54% to 30%.

Performance Objective 5: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Some progress made toward meeting Objective

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: At Wolfe Elementary, we need to increase our attendance by 1% from 93.85% 23/24 school year to 94.85% 24/25 school year.

Evaluation Data Sources: Katy ISD attendance dashboard

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Wolfe year end attendance for the 24/25 school year was 95.09%, which was an increase of 2% from the previous school year.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Wolfe will be 100% staffed with highly effective, certified (if applicable) personnel.

Evaluation Data Sources: Recruiting records, hiring time lines, and retention reports

Summative Evaluation: Met Objective

Next Year's Recommendation: We continue to hire teachers who are certified.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Wolfe Elementary will work with volunteers & community members to increase the volunteer hours by 2% from 2,349 for the 23/24 school year to 2,395 for the 24/25 school year.

High Priority

Evaluation Data Sources: Volunteer hours

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We had a decrease in the volunteers hours from the previous school year. This school year we only had 1,855 compared to 2,395 hours that we had previously. We do have many working parents that will take things home and work on items, but may not be tracking their hours. We will need to find a better way to capture all our hours. This year we had a new vips coordinator who may need additional training.

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: ESF-Wolfe Elementary we would like to see an increase in school management pulse survey from 7.6 23/24 School Year to 8.0 24/25 school year.

Evaluation Data Sources: PBIS Committee meet quarterly with action items & surveys

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We scored a 7.3 for school management survey, and the district score is 7.6. We will need to work on trying to attain a score of 7.6 next school year.

Wolman Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: Conduct 100% of the district required safety drills and trainings with staff and students in an effort to prevent school violence with exposure to all drills by January 2025. Two way radios will be used to effectively communicate during these drills and other emergencies throughout the 2024-2025 school year.

High Priority

Evaluation Data Sources: Observations and data submitted to district OEM share point
Sign in sheets from safety trainings completed in faculty meetings/mandatory trainings at beginning of the year
Teacher created Safety Presentation
Sign in sheet for the CRASE staff PD

Summative Evaluation: Met Objective

Next Year's Recommendation: Safety expectations including drills and trainings will continue in the 25 26 school year.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Ensure that all students attain one year's academic growth through small group instruction in Literacy and Math by addressing the individual needs of all students through targeted and prescriptive small group instruction by the end of the 2024-25 school year.

High Priority

Evaluation Data Sources: Coordinated Grade Level Plans for small group instruction
Data collection from teachers documenting resources, strategies, and growth
Module Assessments, Structured Literacy Inventories, Math Campus Based Assessments, District Checkpoints (3rd-5th), and STAAR (3rd - 5th)

Summative Evaluation: Met Objective

Next Year's Recommendation: Attaining one year's academic growth in both reading and math will continue to be a focus in 25 26.

Performance Objective 2: Special Education students in grades K - 5 will achieve a year's academic growth in Literacy and Math through targeted small group instruction and support in the classroom through a collaboration between General Education teachers, In Class Support Special Education teachers, ICS Special Education paraprofessionals in the classroom.

High Priority

Evaluation Data Sources: Small and whole group data collection

Module Assessments, Structured Literacy Inventories, Math Campus Based Assessments, District Checkpoints (3rd-5th), and STAAR (3rd - 5th)

Summative Evaluation: Met Objective

Next Year's Recommendation: Targeted small group instruction will continue to be a focus in 25 26.

Performance Objective 3: HB3 - The percent of Wolman Elementary 3rd grade students who achieve Meets and above in Reading will increase to 81% by July 2025.

HB3 Goal

Evaluation Data Sources: STAAR

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: This will be a continued area of focus as our 3rd grade RLA scores are as follows: Did Not Meet 5%, Approaches, 95% Meets 71% Masters 40%

Performance Objective 4: HB3 - The percent of Wolman Elementary 3rd grade students who achieve Meets and above in Math will increase to 80% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: This will be a continued are of focus as our 3rd grade mat scores are as follows: Did Not Meet 10%, Approaches 90%, Meets 73% and Masters 44%

Performance Objective 5: ESL In Class Support Teachers will provide in class support and partner with General Education teachers in the classroom to provide small group instruction in order to facilitate a year's academic growth for all Emergent Bilingual (EB) learners.

Evaluation Data Sources: Small and whole group data collection
Module Assessments, Structured Literacy Inventories, Math Campus Based Assessments, District Checkpoints (3rd-5th), and STAAR (3rd - 5th) Telpas

Summative Evaluation: Met Objective

Next Year's Recommendation: EB learners across grade levels made significant growth based on the above data points; as our EB population grows and with an additional ESL teacher , increased support and monitoring will occur in order to promote more progress among our EB learners.

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: By the end of the current academic year (2024-2025), Wolman Elementary will develop a comprehensive strategy to enhance

operational resources and systems, focusing on accommodating the diverse needs of its growing student population. The plan will include ensuring every student has access to a device, increasing ESL support resources by 20%, and achieving a 90% participation rate in staff professional development. This will be achieved through district funding, grants, and community partnerships. Full implementation is targeted for the following academic year, with semester reviews to assess progress.

Evaluation Data Sources: Provide resources to teachers and staff focused on cultural competency and inclusive teaching practices. These resources will be shared during professional development, faculty meetings, and electronically.

With our 1:1 initiative, we will ensure all students have access to technology and digital learning resources, with specific programs to support those who may lack access at home.

Our ESL teachers will co-teach with the grade level teachers in order to increase language support for our EB learners.

Summative Evaluation: Met Objective

Next Year's Recommendation: A continued focus on accommodating for the needs of our increasingly diverse/growing student population will occur in 25 26.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: The Instructional Coach will work with all classroom teachers from K - 5 to ensure vertical alignment of all content areas across grade levels in order to maintain the rigor of assessments to better measure student growth and achievement.

High Priority

Evaluation Data Sources: Small and whole group data collection
Module Assessments, Structured Literacy Inventories, Math Campus Based Assessments, District Checkpoints (3rd-5th), and STAAR (3rd - 5th)

Summative Evaluation: Met Objective

Next Year's Recommendation: Vertical collaboration occurred on a consistent basis to ensure alignmernt across content areas and aligning of assessments was a focus as well.

Performance Objective 2: Classroom teachers will continue to administer district provided module assessments, checkpoints, and district learning assessments with fidelity in order to maintain the rigor needed to effectively design instruction to show student improvement.

Evaluation Data Sources: AWARE will be used to evaluate student data

Summative Evaluation: Met Objective

Next Year's Recommendation: Assessments were administered routinely/effectively and data used to plan targeted instruction leading to student progress.

Performance Objective 3: Increase the number of students scoring at health fitness zones by 3%, as measured on FitnessGram, to contribute to optimal health by the end of the 2023-2024 school year.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Increasing physical activity/fitness level will continue to be a focus for our PE staff/CATCH committee

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: By the end of the 2024-2025 academic year, Wolman Elementary will achieve a 1:1 student-to-device ratio in grades 3-5 and provide digital literacy training to 100% of teaching staff within six months. This will be accomplished through district funding due to the 1:1 initiative. Our Campus Technology Designer will be available to train teachers on KISD software/application resources and will send out a monthly newsletter to our staff highlighting technology tips or any new information. This ensure that all stakeholders are securely, effectively, and efficiently accommodated, educated, and informed about current and next-generation digital content and tools. Progress will be reviewed at the end of the year to ensure milestones are met.

Evaluation Data Sources: CTD Newslettter, CTD trainings

Summative Evaluation: Met Objective

Next Year's Recommendation: Technology continues to enhance learning/engagement at Wolman Elementary; this will continue in 25 26.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: Establish a formal recognition program to acknowledge and appreciate employees' hard work and achievements. To improve recognition for performance, management can establish a formal recognition program that clearly outlines the criteria for recognition, sets up mechanisms for peers and supervisors to nominate individuals, and ensures that recognition is consistent and fair.

Evaluation Data Sources: Certificates

Summative Evaluation: Met Objective

Next Year's Recommendation: We plan to build upon the recognition activities we started this year such as Grateful Grams, Staff Bulletin positive feedback, etc.

Performance Objective 2: Implement an anonymous feedback system where employees can provide input on workload, recognition, and supervisor interactions. This can help identify areas of improvement and address any concerns related to these concepts proactively. It will also create avenues for staff to provide feedback, so that employees feel valued and that their opinions are considered in decision-making processes.

Evaluation Data Sources: Feedback Responses

Summative Evaluation: Met Objective

Next Year's Recommendation: This system worked well and helped to identify some areas within our school that needed refining. It also led to open/honest collaboration and problem solving.

Performance Objective 3: Offering stress management workshops, counseling services, or promoting work-life balance initiatives can help reduce work-related worries, leading to improved job satisfaction in terms of not losing sleep over work.

Evaluation Data Sources: Workshop Agendas

Summative Evaluation: Met Objective

Next Year's Recommendation: Open, honest conversations occurred throughout the year regarding stress management and activities such as a "stress relief" bin in the teachers lounge were incorporated to reduce stressors. Pulse survey feedback regarding stress level was analyzed and addressed to help better balance.

Performance Objective 4: By the end of the 2024-2025 academic year, the campus will implement a mentor program pairing all our campus new teachers with experienced mentors within their first month. This initiative aims to reduce teacher turnover by 10%, as measured by end-of-year retention rates and semester feedback surveys from participants, with full implementation and initial results to be reviewed and reported by June 2025.

Evaluation Data Sources: Feedback survey

Summative Evaluation: Met Objective

Next Year's Recommendation: Great new teacher feedback was received regarding our mentor program and new teacher meetings. These will continue in the 25 26 school year to support our new staff.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Performance Objective 1: RJWE will identify, address and communicate the ongoing challenges in the public school finance system to both school staff and the parent community.

Evaluation Data Sources: Campus parent newsletter as well as the staff weekly bulletin will be used to relay information regarding challenges such as the importance of school attendance.

Summative Evaluation: Met Objective

Next Year's Recommendation: The campus parent newsletter was used routinely to relay these messages in support of public schools/education.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: Increase volunteer participation and attendance at parent/community events by 3% throughout the 2023-24 school year.

Evaluation Data Sources: Volunteer Hours Recorded through Raptor

Parent and Community Attendance
Visitor sign in log/spreadsheets

Summative Evaluation: Met Objective

Next Year's Recommendation: RJWE is fortunate to have a very actively involved parent community; attendance at events, especially our end of year celebrations was outstanding. Volunteers supports RJWE in meaningful ways.

Performance Objective 2: RJWE will foster relationships with all stakeholders including parents, community members and staff to capitalize on the strengths, resources and talents to increase school engagement.

Evaluation Data Sources: CAT Meeting agendas/sign in sheets
PTA Meeting agendas/sign in sheets
Staff Meeting agendas/sign in sheets

Summative Evaluation: Met Objective

Next Year's Recommendation: Building relationships with stakeholders will continue in 25 26 to increase school engagement.

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: Teachers will conduct Community Circles at least once a week in all classrooms to increase relationships and inclusivity, decrease off task behaviors and create a culture of community and acceptance, which will help to prevent unsafe situations (violence) during the 2024-25 school year.

Evaluation Data Sources: Observation of Community Circles in classrooms and teacher report of off-task behaviors in MTSS-B meetings.
Bug grams
Speak Up

Summative Evaluation: Met Objective

Next Year's Recommendation: Community circles were a routine practice throughout the school year in classrooms at RJWE.

Performance Objective 2: Wolman will offer the Character Strong/Purposefull People Program to 100% of students during the 2024-25 school year.

Evaluation Data Sources: New character Strong/Purposefull People traits will be shared with students each month throughout the school year. Students will be recognized for demonstrating the traits by earning certificates and Hoot Loot.

Summative Evaluation: Met Objective

Next Year's Recommendation: Character Strong/Purposefull People will continue to be used to promote good behavioral choices.

Performance Objective 3: 100% of students will participate in the Ron Clark House System to aid in the promotion of character building, relationships and school spirit at RJWE throughout the 2024-2025 school year.

Evaluation Data Sources: Hoot Loot distribution, visual student point board in hallway, House pep rally each grading period, House Growth Awards

Summative Evaluation: Met Objective

Next Year's Recommendation: Explorers respond favorably to earning House Points, Hoot Loot and House Growth Awards and love our campus pep ralliies as well; these will continue in 25 26.

Performance Objective 4: At least 85% of Wolman students will continue to feel included as measured by the Safety and Bullying Survey at the end of the 2024-2025 school year.

Evaluation Data Sources: Safety and Bullying Survey
Student interaction within the Ron Clark House system for various activities across grade levels

Summative Evaluation: Met Objective

Next Year's Recommendation: Inclusivity and "being kind" /making good behavioral choices are continued themes woven into everyday instruction across campus at RJWE; this will continue in 25 26.

Performance Objective 5: Increase the RJWE attendance percentage by one percentage point.

High Priority

Evaluation Data Sources: Attendance Rate

Summative Evaluation: Met Objective

Next Year's Recommendation: Our attendance percentage increased in 24 25 and plans are underway to increase our attendance percentage even more next school year.

Woodcreek Elementary Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: All campuses and departments will meet the required components of the comprehensive district safety plan and state safety requirements.

Evaluation Data Sources: Safety and security audits and safety documentation (fire drill logs).

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The District will exceed state and national (where applicable) standards/averages for all student groups in student achievement and progress.

Evaluation Data Sources: Assessment results for each of the identified assessments will be compared with longitudinal historical results in addition to state and national data to measure increases.

Performance Objective 2: The District will meet all indicators in all components of Domain III: Closing the Gaps.

Evaluation Data Sources: Domain III report

Performance Objective 3: The percent of students in all special programs scoring at each of the Approaches, Meets, and Masters Grade Level on STAAR will increase over the previous year.

Evaluation Data Sources: STAAR reports from TEA and assessment vendor(s)

Performance Objective 4: The percent of students meeting or exceeding progress on all STAAR assessments will increase in comparison to the previous school year.

Evaluation Data Sources: End of year STAAR report and accountability report.

Performance Objective 5: Provide a variety of learning experiences that address distinct learning needs, interest, aspirations and cultural backgrounds of all
learners.

High Priority

Performance Objective 6: HB3- The percent of Woodcreek Elementary 3rd grade students who achieve Meets or above in Reading will increase to 81% by July 2025.

HB3 Goal

Evaluation Data Sources: 2025 Accountability data

Performance Objective 7: HB3- The percent of Woodcreek Elementary 3rd grade students who achieve Meets or above in Math will increase to 70% by July 2025.

HB3 Goal

Evaluation Data Sources: 2025 Accountability data

Performance Objective 8: The district will provide a variety of learning experiences that address distinct learning needs, interests, aspirations and cultural backgrounds of all learners.

Performance Objective 9: Resources are allocated in an efficient manner to facilitate quality learning experiences and a positive and effective work environment.
*All K-5 ELA teachers will receive structured literacy and writers workshop teacher resources.
*All K-3 teachers will be supported thru Texas Reading Academy Professional Development.
*All math teachers will have daily access to the math resource lab to increase student engagement.
*All teachers in every content will have daily access to the Literacy Library which houses teacher resources, grade appropriate text, and professional books.
*All teachers in every content will have daily access to the intervention lab to increase learning for all students.
*All PK-5 students and science teachers will have access to the science lab and science materials to engage in hands-on science lessons.
*The Visible Learning incorporated daily in instruction to increase student clarity in their learning.
*All teachers in every content will utilize the Learning Pit model, Learning Zones, and the Ranger Learning Traits to help increase student clarity in their learning.

Performance Objective 10: WCE will increase student attendance from 95.91% to 96.41%.

Evaluation Data Sources: RaaWee

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: Strategic data points and shared agreements are utilized to make decisions regarding planning, evaluation, and performance needs.
*All WCE teachers will be ESL certified within two years of their hire date.
*All WCE teachers will be GT certified within one year of their hire date. They will also maintain 6 hours of GT credit each year in order to maintain their GT certification.
*All teachers will attend monthly Learning Meetings to increase their learning in areas where they choose to learn.

Performance Objective 2: Department and campus leaders will implement a systematic prioritization process to align programs and priorities with available resources.

Evaluation Data Sources: Adopted budget

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: All campus and department leaders will utilize data in various formats to improve effectiveness and efficiencies.

Evaluation Data Sources: Portals and data sets available, trainings offered/number of attendees, user surveys and user reports.

Performance Objective 2: The District will develop a targeted professional learning plan designed to address unfinished learning needs and to increase educator expertise in all content areas.

High Priority

Evaluation Data Sources: Survey feedback from professional learning sessions

Performance Objective 3: The Office of School Improvement will create and communicate a continuous improvement planning model with three checkpoints for each campus, to be implemented throughout the 2023-2024 school year.

Performance Objective 4: District will provide instructional leadership support to teachers, instructional coaches and administrators by focusing on the development and implementation of systems, structures, and feedback tools designed to increase student achievement.

Performance Objective 5: Resources are allocated in an efficient manner to facilitate quality learning experiences and a positive and effective work environment.
*All K-5 ELA teachers will receive a readers and writers workshop teacher resources.

*All K-3 teachers will be supported thru Texas Reading Academy Professional Development.
*All math teachers will have daily access to the math resource lab to increase student engagement.
*All teachers in every content will have daily access to the Literacy Library which houses teacher resources, student leveled readers, and professional books.
*All teachers in every content will have daily access to the intervention lab to increase learning for all students.
*All PK-5 students and science teachers will have access to the science lab and science materials to engage in hands-on science lessons.
*The Visible Learning Committee (VLC) will be working to provide professional development for teachers on how to increase student clarity in their learning.
*All teachers in every content will utilize the Learning Pit model, Learning Zones, and the Ranger Learning Traits to help increase student clarity in their learning.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: The District will develop additional training and resources for teachers that support technology integration and instructional planning for online learning.

Performance Objective 2: WCE will actively support student use of technology as a tool to enhance learning.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: All campuses and departments will be 100% staffed with highly effective, certified (if applicable) personnel.

Evaluation Data Sources: Recruiting records, hiring timelines, and retention reports

Performance Objective 2: The district will expand the teacher mentoring program to address the needs of all teachers- both experienced and inexperienced teachers.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Performance Objective 1: Refine our local assessment in harmony with our local accountability system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: The District will identify existing parent and community engagement programs at campuses and district level, and explore opportunities to involve a greater number of stakeholders on/at campuses that have lower engagement rates.

High Priority

Evaluation Data Sources: Programs identified and listed; engagement rates, survey data

Performance Objective 2: The district will write community engagement into Katy ISD curriculum for targeted grades and subjects.

Performance Objective 3: The district will advance Katy ISD stakeholders groups into enthusiastic well-informed advocates.

Performance Objective 4: Collaboration: WCE faculty/staff will build positive collaboration among all groups that have a vested interest in WoodCreek Elementary in order to increase our student achievement and positive climate.
*Parent roundtables will voice their input four times a year in open forums with the principal and administrative team. Their feedback is shared with the WCE staff.
*WCE staff will voice their input once a grading period in open forums with the Leadership Team which includes the principal, administrative team and two professionals from each department.
*PTA will meet with the principal at least once a month throughout the school year.
*The Campus Advisory Team will voice their input four times per year with the principal.
*WCE will maintain visibility in the community through at least one social media platform (Facebook, Twitter, or YouTube) per week.

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff. Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Positive School Climate: WCE will promote a positive school climate that encourages the development of responsible behavior, self-esteem, and respect for others.
*All WCE students will learn and recite the Ranger Code of Honor each day as a reminder of responsible behavior and respect for others.
*All WCE students will receive guidance and/or character lessons from their teacher or school counselor at least 4 times per year that focus on responsible behavior, self-esteem, and respect for others.
*All WCE students will participate in the school-wide positive reinforcement of House Rally Points and House Rallies (a pep-rally to celebrate positive behaviors and the point system) to highlight great choices.
*All WCE students will learn the Ranger Learning Traits and exemplify these behaviors in the learning environment.

Performance Objective 2: The District will enhance the established multidisciplinary approach to proactively support student emotional well-being.

Evaluation Data Sources: Outline and definition of system

Performance Objective 3: The District will create opportunities for education and training and will continue to provide ongoing support tailored to students, staff, and parents concerning emotional well-being.

Evaluation Data Sources: Listing of sessions; attendance/involvement rates

Woodcreek Junior High Performance Objectives

Goal 1: Strategic Design Goal 1: Katy ISD will actively ensure safe and secure physical environments for students and staff.

Performance Objective 1: By May 2025, the perception of verbal bullying instance will decrease by 6 percent when compared to the previous year.

Evaluation Data Sources: Discipline Dashboard; Student Safety Survey

Summative Evaluation: Met Objective

Next Year's Recommendation: Next year, we plan to continue with a behavior committee and work on consistency throughout all grade levels.

Performance Objective 2: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Continuation of goals.

Goal 2: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By May 2025, student growth will increase in STAAR-tested subjects by 3%.

Evaluation Data Sources: STAAR Student Growth Data

Summative Evaluation: Met Objective

Next Year's Recommendation: Growth will continue to be targeted.

Performance Objective 2: By May 2025, 100% of teachers will consistently implement collaboration strategies to support all students.

Evaluation Data Sources: PLC Academy Monitoring, Team Lead Hub, Team Effectiveness Rubric

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue collaboration and build capacity in all staff member on each collaborative team.

Goal 3: Strategic Design Goal 3: As a fast-growth district with changing demographics, Katy ISD will create and sustain operational resources and systems that benefit all students.

Performance Objective 1: By May 2025, 100% of campus staff's Canvas practices will be aligned with the district's expectations.

Evaluation Data Sources: Audit checks, parent surveys

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with goal.

Goal 4: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: By May 2025, collaborative teams will utilize at least 3 common formative assessments.

Evaluation Data Sources: Bank of Common Formative Assessments, collaborative team meeting minutes

Summative Evaluation: Met Objective

Next Year's Recommendation: Increase number of formative assessments and utilize data to intervene throughout the year.

Goal 5: Strategic Design Goal 5: Katy ISD will securely, effectively, and efficiently provide best-in-class technology to accommodate, educate, and inform all stakeholders on the current and next generation of digital content and tools.

Performance Objective 1: By May 2025, teachers will increase the number of digital tools and resources compared to the previous year.

Evaluation Data Sources: Classroom observations, Collaborative team meeting minutes, lesson plans

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with goals.

Goal 6: Strategic Design Goal 6: Katy ISD will attract, develop, support, and retain high quality staff members.

Performance Objective 1: By May 2025, the staff appreciation pillar of the Culture and Climate Pulse Survey will be at least an 8.

Evaluation Data Sources: Pulse survey data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to focus on staff appreciation with an overall focus on building a stronger culture.

Goal 7: Strategic Design Goal 7: Katy ISD will continually identify, address, and communicate the ongoing challenges in the public school finance system.

Goal 8: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: By May 2025, the number of volunteer hours will increase by 5%.

Evaluation Data Sources: Raptor, volunteer hours

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to prioritize parental involvement.

Goal 9: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: By January 2025, a campus implementation plan will be developed for submitting a Counselors Reinforcing Excellence for Students in Texas (CREST) application.

Evaluation Data Sources: Campus Implementation Plan

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue focus and look at making further improvements.

Youngblood Elementary Performance Objectives

Goal 1: Strategic Design Goal 2: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percent of Youngblood Elementary 3rd grade students who achieve Meets or above in Math will increase to 46% by July 2025.

High Priority

HB3 Goal

Performance Objective 2: HB3: The percent of Youngblood Elementary 3rd grade students who achieve Meets or above in Reading will increase from to 50% by July 2025.

High Priority

HB3 Goal

Performance Objective 3: Increase the number of students scoring at health fitness zones, as measured by FitnessGram, to contribute to optimal health.

High Priority

HB3 Goal

Summative Evaluation: Met Objective

Goal 2: Strategic Design Goal 4: Katy ISD will support best practices for utilizing effective assessments that inspire and inform purposeful instruction towards continuous improvement.

Performance Objective 1: By the end of the academic year, 90% of students will demonstrate measurable improvement in their academic performance as evidenced by their progress on district-wide formative and summative assessments.

High Priority

HB3 Goal

Summative Evaluation: Significant progress made toward meeting Objective

Goal 3: Strategic Design Goal 8: Katy ISD will engage its entire community to develop and implement intentional strategic relationships which capitalize on

the strengths, resources, and talents of all stakeholders.

Goal 4: Strategic Design Goal 9: In collaboration with families and community, Katy ISD will actively support the well-being of students and staff.

Performance Objective 1: All staff and students will actively engage in school-wide initiative utilizing research-based social-emotional learning (SEL) strategies. This initiative aims to foster a positive and inclusive learning and work environment for all, with a special focus on bullying prevention and emotional wellness.

High Priority

Evaluation Data Sources: To evaluate the effectiveness of our initiative in promoting a positive and inclusive learning environment, we will utilize multiple data sources. The PBIS (Positive Behavioral Interventions and Supports) App will provide real-time feedback on student behavior, allowing us to track positive reinforcement and areas needing improvement. Additionally, data from 360, our discipline management system, will be analyzed to monitor incidents of bullying, violence, and other disciplinary actions. By cross-referencing data from these sources, we can assess the impact of our social-emotional learning strategies and adjust our approach to better support students and staff. The goal is to see a marked improvement in behavioral indicators and a reduction in disciplinary incidents, reflecting a safer and more supportive school environment.