

# Ferris Independent School District



## 2025-2026 Goals/ Performance Objectives/ Strategies

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# Goal 1 Ferris ISD will ensure all scholars receive high-quality instruction.

## Performance Objective 1

To show growth in our district ratings in the 2025-2026 school year while increasing special populations (EL, SpEd, ECO DIS) achievement data to equal or greater than the State average.

**TEA Priorities:** Build a foundation of reading and math

**Evaluation Data Source:** Texas Academic Performance Report

### Strategy 1

Grade level teachers will meet in targeted PLC's weekly throughout the school year to prepare effective lessons that follow the TEKS Resource Scope and Sequence and to plan rigorous lessons using high leverage instructional strategies aligned to content objectives.

**Strategy's Expected Result/Impact:** Improved performance outcomes, growth and achievement on CFA (Common Formative Assessments,) unit and chapter tests and overall improvement on STAAR.

**Staff Responsible for Monitoring:** Assistant Superintendent of Academic Services, Director of Curriculum and Instruction, Campus Principals

**Funding Sources:** Curriculum Resources 199 - General Fund, , Curriculum Resources 211 - Title I, Part A, \$178,000, 224 - IDEA B - Formula Special Ed, \$288,353

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### Strategy 2

Teachers will use common assessments (district and campus) to monitor student performance and monitor progress toward mastery through data analysis meetings to drive instructional planning and interventions.

**Strategy's Expected Result/Impact:** Increased student achievement by aligning teacher created exemplars and student work that demonstrates their evidence of learning.

**Staff Responsible for Monitoring:** Assistant Superintendent of Academic Services, Director of Curriculum and Instruction, Campus Principals

**Funding Sources:** 199 - General Fund, , 211 - Title I, Part A, \$178,000, 224 - IDEA B - Formula Special Ed, \$288,353

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### Strategy 3

Teachers will provide students targeted language acquisition instruction to ensure EB students demonstrate one year's growth in their language development and implement Sheltered Instructional Strategies including enrichment extension activities to increase collaboration, note taking, inquiry processes, and listening and speaking skills to align to TELPAS.

**Strategy's Expected Result/Impact:** Increased EB student achievement through the implementation of the ELPS, Sheltered Instruction and differentiation strategies. Increased EB student attendance.

**Staff Responsible for Monitoring:** Bilingual/ESL Coordinator, Director of Teaching & Learning, Campus Principals

**Funding Sources:** 263 - Title III, LEP, \$78,538, 199 - General Fund,

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### Strategy 4

Campus Intervention Team (CIT) meetings will occur (at a minimum 3 times a year - beginning, middle and end) to review student formative data, MAP data and prior year STAAR data in order to establish plans for at-risk student intervention that occur on a regular basis, are aligned to a readiness goal and are progress monitored.

**Strategy's Expected Result/Impact:** Closing of the achievement gap between at-risk students as compared to non-at-risk students. Increased at-risk student attendance.

**Staff Responsible for Monitoring:** Campus Principals, Assistant Superintendent of Academic Services, Director of Curriculum and Instruction

**Funding Sources:** 211 - Title I, Part A, \$178,000, 199 - General Fund, , 199-PIC 30 - State Comp Ed, Title IA, Schoolwide , \$140,000

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### Strategy 5

GT students will be identified and served through GT trained staff.

**Strategy's Expected Result/Impact:** GT students will receive required/needed services. Increased GT student achievement and attendance.

**Staff Responsible for Monitoring:** Assistant Superintendent of Academic Services, GT Coordinator, Director of Curriculum and Instruction

**Funding Sources:** 199-PIC 21 - State Gifted & Talented, , 199 - General Fund,

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## Strategy 6

GT staff will complete the 30 hour training or 6 hour updates as required.

**Strategy's Expected Result/Impact:** Increased training will ensure GT students are properly identified and receive appropriate services to increase their academic achievement and school attendance.

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## Performance Objective 2

All graduates will demonstrate college & career readiness through TEA Accountability measures.

**TEA Priorities:** Connect high school to career and college

**Evaluation Data Source:** Monitor Pathways: industry based certifications, level 1 and 2 certifications, dual credit, OnRamps credit, ACT, SAT, TSIA2, CTE pathways

## Strategy 1

All graduating seniors will be college ready by passing TSIA2 exams in English and math, by completing College Bridge, or by meeting the college readiness standards of the ACT or SAT.

**Strategy's Expected Result/Impact:** All students who choose will be able to enter a Texas college or trade school without taking remediation courses in math or English.

**Staff Responsible for Monitoring:** Innovation Specialist, teachers, Director of Counseling & Assessment

**Funding Sources:** 199 - General Fund, , 199-PIC 38 College, Career, and Military Readiness,

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## Strategy 2

The GEAR UP program at FJH will continue to support and to close achievement gaps of at-risk students so they are better prepared for post secondary education.

**Strategy's Expected Result/Impact:** 100% of students will be college ready before graduation.

**Staff Responsible for Monitoring:** GEAR UP District Director, Campus Counselors, Director of Counseling & Assessment

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## Strategy 3

To provide career investigation and awareness through administration of the ASVAB exam and alignment to possible Military career opportunities. This is in partnership with our Ellis County Military recruiters - high school students.

**Strategy's Expected Result/Impact:** Student awareness of Military opportunities and personal career opportunities.

**Staff Responsible for Monitoring:** High School Counselors and Testing Coordinator

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## Strategy 4

CTE Awareness...

**Staff Responsible for Monitoring:** Director of CTE,

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### Performance Objective 3

Ferris ISD will ensure aligned PreK curriculum, progress monitoring, intervention and enriching experiences for all PreK students.

**TEA Priorities:** Build a foundation of reading and math

**Evaluation Data Source:** Monitor CLI test data for PK students in order to progress monitor, create intervention groups and track growth. Utilize the updated PreK guidelines with Crosswalk comparisons to the old guidelines and the TEKS Resource System (TRS) PreK Outcomes Framework resource to align learning standards.

### Strategy 1

Teachers will participate in purposeful planning through campus PLCs for PreK and will implement the TRS curriculum resources and PreK on My Way Scholastic in all core PreK classrooms with fidelity.

**Strategy's Expected Result/Impact:** Overall growth from BOY to EOY on the CLI Assessment.

**Staff Responsible for Monitoring:** Assistant Superintendent of Academic Services, Director of Curriculum and Instruction

**Funding Sources:** 225 - IDEA B - Preschool Special Ed, \$15,320, 199 - General Fund, , 199-PIC 36 Early Education Allotment, \$263,340

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### Performance Objective 4

Ferris ISD will ensure PreK programs identify essential foundational skills that will enable early childhood students to successfully transition to upper elementary.

**TEA Priorities:** Build a foundation of reading and math

**Evaluation Data Source:** Heggerty phonological awareness curriculum resources and iStation data to track student progress along with their CLI beginning and end of the year assessments.

### Strategy 1

Teachers in PreK will utilize the Heggerty phonological awareness curriculum resources to

teach and assess fluency while learning letters and sounds as the building blocks of reading.

**Strategy's Expected Result/Impact:** Increased Reading Levels

**Staff Responsible for Monitoring:** Assistant Superintendent of Academic Services, Director of Curriculum and Instruction, and Principals

**Funding Sources:** 199 - General Fund, , 199-PIC 36 Early Education Allotment, \$263,340

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**Strategy 2**

Teachers will utilize iStation data to track student progress along with their CLI beginning and end of the year assessments.

**Strategy's Expected Result/Impact:** Increased reading and math levels.

**Staff Responsible for Monitoring:** Assistant Superintendent of Academic Services, Director of Curriculum and Instruction, and Principals

**Funding Sources:** Istation Reading, Spanish, and Math Bundle 199-PIC 30 - State Comp Ed, Title IA, Schoolwide , \$58,920 , 199 - General Fund,

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# Goal 2 Ferris ISD will actively recruit, develop, and retain high quality staff.

## Performance Objective 1

Using a competitive salary schedule, Ferris ISD will maintain excellent faculty and staff through effective recruitment and retention of high quality teachers.

**TEA Priorities:** Recruit, support, retain teachers and principals

**Evaluation Data Source:** TAPR report data for the state  
Ferris ISD HR records

### Strategy 1

Ferris ISD will pay above surrounding districts.

**Strategy's Expected Result/Impact:** At least 80% of teachers hired will remain in FISD for the following school year.

**Staff Responsible for Monitoring:** Human Resources, Assistant Superintendent, Principals

**Funding Sources:** 199 - General Fund,

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### Strategy 2

Ferris ISD will provide a robust and comprehensive benefits package competitive with surrounding districts.

**Strategy's Expected Result/Impact:** At least 80% of teachers hired will remain in FISD for the following school year.

**Staff Responsible for Monitoring:** Benefits Coordinator

**Funding Sources:** 199 - General Fund,

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## Performance Objective 2

100% of Ferris ISD teachers will be provided targeted, high-quality professional development opportunities that will increase their confidence and efficacy in the classroom to address the disparities that result in low-income students and minority students being taught at higher rates than other students by ineffective, inexperienced, or out-of-field teachers.

**TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math

**Evaluation Data Source:** FISD PD records  
Staff survey data

### Strategy 1

Host a New to Ferris Academy for all teachers (both new and veteran) who are in their first year of teaching in Ferris ISD that provides support and mentoring in the form of a campus-level mentor and support from the Learning Specialists.

**Strategy's Expected Result/Impact:** Teachers who are new to the district will feel welcome in Ferris ISD and will be well equipped for success in their first year in FISD. This will result in positive outcomes related to student achievement and in 90% or more of teachers who were newly hired in 2024-2025 returning to teach with FISD in 2025-2026.

**Staff Responsible for Monitoring:** Director of Teaching and Learning, Learning Specialists, Instructional Technology Specialists, CLT/Lead Teachers

**Funding Sources:** 199 - General Fund,

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### Strategy 2

Ferris ISD will feature a convocation speaker who will highlight the core elements of our Mission and Vision, with a focus on the power of building strong relationships with students as the foundation for driving increased learning and academic success.

**Strategy's Expected Result/Impact:** Kick-start our school year with a positive and up-beat message.

**Staff Responsible for Monitoring:** Assistant Superintendents

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### Strategy 3

FISD will provide opportunities for teachers to attend targeted professional development workshops and conferences related to their individual area of instruction (Region 10 PDs, CKH, TRS, CAST, TCEA, etc.).

**Strategy's Expected Result/Impact:** Teachers will learn about and implement effective, research-based strategies to their classrooms and will increase their confidence in using them.

**Staff Responsible for Monitoring:** Director of Special Populations, Director of Teaching and Learning, Director of Innovation, Bilingual/ESL Coordinator, Principals

**Funding Sources:** Professional Development/Conference Fees 199-PIC 21 - State Gifted & Talented, , 199 - General Fund, , Professional Development/Conference Fees 199-PIC 25 - State Bilingual/ESL,

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## Strategy 4

Teachers in ELAR, Math, Science and Social Studies at the HS level will be provided professional development to help support student success on the TSIA2, ACT, and SAT exams.

**Strategy's Expected Result/Impact:** Core teachers will attend professional development and begin implementing test strategies in their classrooms so students will be prepared for the ACT test. Increase student pass rate from 1% to 5%.

**Staff Responsible for Monitoring:** Innovation Specialist, Advanced Academics CLT, Director of Counseling & Assessment

**Funding Sources:** Mastery Prep 199-PIC 38 College, Career, and Military Readiness,

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## Strategy 5

District-level special programs staff will provide targeted, on-campus training for all teachers. These training will be centered around special program compliance as well as best practices for supporting students from special populations such as Special Education and Emergent Bilinguals.

**Strategy's Expected Result/Impact:** Teachers will learn about and implement effective, research-based strategies to their classrooms and will increase their confidence in using them, as evidenced in walkthrough notes and classroom observation records. This will also result in teachers feeling valued and supported as a result of the district's investment in their professional growth and development, reducing the probability of teacher turnover.

**Staff Responsible for Monitoring:** Director of Teaching and Learning, Director of Special Populations, BE/ESL Coordinator, Coordinator of Guidance and Assessment, Assistant Superintendent of Academic Services

**Funding Sources:** Professional Development, Conference Fees 199 - General Fund,

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### Performance Objective 3

FISD and it's Campuses will cultivate a culture that thrives on values, appreciation, and fostering an environment where every individual is recognized and celebrated for their contributions and successes.

**TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools

#### Strategy 1

Administrators will facilitate Capturing Kids Heart training and workshops on their campuses with teachers and students.

**Strategy's Expected Result/Impact:** Building more positive relationships between principals and teachers; teachers and students; principals and students.

**Staff Responsible for Monitoring:** Assistant Superintendent; Director of Teaching and Learning

**Funding Sources:** 255 - Title II, Part A, TPTR, \$63,600

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#### Strategy 2

District & Campus Culture Building Activities

**Strategy's Expected Result/Impact:** Positive campus culture, staff retention

**Funding Sources:** 199 - General Fund,

**Formative Reviews**



# Goal 3

Ferris ISD will provide safe and secure working, teaching, and learning environments and will foster a positive culture for all schools and the community through communication and stakeholder inclusion.

## Performance Objective 1

100% of students identified to be in crisis for social, emotional, or psychological reasons will receive support and guidance.

**TEA Priorities:** Improve low-performing schools

**Evaluation Data Source:** PASS assessment data, counselor records

### Strategy 1

Provide all FISD staff with training on suicide prevention and the identification and support of students in mental health crises.

**Strategy's Expected Result/Impact:** A well equipped staff to ensure students' needs are met by reporting each crisis to the appropriate school counselor or administrator.

**Staff Responsible for Monitoring:** Director of Counseling & Assessment

**Funding Sources:** 199 - General Fund,

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### Strategy 2

Incorporate the use of a district assessment protocol and parent/guardian notification procedure in handling student mental health crises and suicidal ideations.

**Strategy's Expected Result/Impact:** All counselors and administrators will be trained in and become familiar with the district's assessment protocol, resulting in all suicidal ideations being proactively addressed.

**Staff Responsible for Monitoring:** Director of Counseling & Assessment

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### Strategy 3

Provide families with the availability of free counseling services during moments of crises through T-Chat - an on-line free counseling service.

**Strategy's Expected Result/Impact:** Immediate response and personal care to students and families in crises.

**Staff Responsible for Monitoring:** Director of Counseling & Assessment, campus counselors

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### Strategy 4

Go Guardian Beacon virtually screens for mental health concerns through student classwork and student communications on district provided technology and platforms.

**Strategy's Expected Result/Impact:** Counselors receive alerts to proactively intervene in potential early stages of crises.

**Staff Responsible for Monitoring:** Director of Counseling & Assessment, campus counselors

**Funding Sources:** 199 - General Fund,

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### Strategy 5

Provide all FISD staff with training on Dating Violence and procedures for reporting.

**Strategy's Expected Result/Impact:** A well equipped staff to ensure students' needs are met by reporting each crisis to the appropriate school counselor or administrator.

**Staff Responsible for Monitoring:** Director of Counseling & Assessment

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## Performance Objective 2

Ferris ISD will foster a culture of parent and community engagement through weekly communications and a variety of activities in which parents and community members can attend both in person or virtually.

**TEA Priorities:** Improve low-performing schools

**Evaluation Data Source:** Parent and family engagement event attendance

### Strategy 1

Ferris ISD will utilize Parent Square, the district website, and social media to increase school to home communications across the district.

**Strategy's Expected Result/Impact:** Consistent and timely communication with parents and the community.

**Staff Responsible for Monitoring:** Superintendent, Assistant Superintendent, Director of Technology, Principals

**Funding Sources:** Subscription for technology resources 199 - General Fund,

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### Strategy 2

Ferris ISD will coordinate Parent Family Engagement events at each of its campuses.

**Strategy's Expected Result/Impact:** Increased parental involvement, increased student attendance, academic success of students

**Staff Responsible for Monitoring:** State and Federal Programs Director and Campus Principals

**Funding Sources:** Outside Vendor Costs 211 - Title I, Part A, \$6,094.28

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### Strategy 3

Ferris ISD will partner with Navarro College to provide parent ESL classes and HSE classes on-site in Ferris.

**Strategy's Expected Result/Impact:** Improved school-family communication and increased job opportunities; increased financial resources for FISD students and their families.

**Staff Responsible for Monitoring:** Bilingual/ESL Coordinator

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### Performance Objective 3

The Ferris ISD Police Department will meet the safety and security mandates by ensuring the implementation of the district's comprehensive Safety and Security Plan.

**TEA Priorities:** Recruit, support, retain teachers and principals

**Evaluation Data Source:** Safety Data, Compliance Checklists

### Strategy 1

FISD PD will monitor compliance with TEA regulations, TEC guidelines, and the Texas School Safety Center.

**Strategy's Expected Result/Impact:** Safety and security of all students, staff, and community. District compliance with all TEA, TEC, TSSC, mandates and regulations.

**Staff Responsible for Monitoring:** Chief of Police

**Funding Sources:** 199 - General Fund,

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### Strategy 2

FISD PD will monitor the security cameras and access controls for FISD daily.

**Strategy's Expected Result/Impact:** Ensure all security cameras are in working order, not obstructed, and all district property has coverage. Maintaining constant surveillance of security cameras for signs of threats or emergency situations. Student and staff safety and security.

**Staff Responsible for Monitoring:** Technology, Police Department Personnel.

**Funding Sources:** 199 - General Fund,

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**Strategy 3**

FISD PD will complete a minimum of nine (9) safety and security audits every three (3) years. And 1 official TEA audit every 3rd year.

**Strategy's Expected Result/Impact:** The audits ensure compliance with maintaining campus safety plans, drills, and intruder assessments for each campus.

**Staff Responsible for Monitoring:** Chief of Police

**Funding Sources:** 199 - General Fund,

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**Strategy 4**

FISD PD will complete the Exterior Door Safety Audit Tracker as required by Texas Education Agency and the Texas School Safety Center each summer.

**Strategy's Expected Result/Impact:** The audit ensures compliance with maintaining campus safety and security for all students and staff.

**Staff Responsible for Monitoring:** Chief of Police

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**Strategy 5**

FISD PD will complete and submit an EOP Basic Plan and Active Threat Annex to Texas School

Safety Center.

**Strategy's Expected Result/Impact:** Safety and security of all students, staff, and community. District compliance with all TEA, TEC, TSSC, mandates and regulations.

**Staff Responsible for Monitoring:** Chief of Police

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## **Strategy 6**

FISD PD will update the District Vulnerability Audit (DVA) to meet the new standards prior to the audit date.

**Strategy's Expected Result/Impact:** The audit ensures compliance with maintaining campus safety and security for all students and staff.

**Staff Responsible for Monitoring:** Chief of Police

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## **Strategy 7**

Write and submit the STOP Grant to acquire and install new AI metal detectors at FHS & FJH and procure radios for disbursement at all campuses.

**Strategy's Expected Result/Impact:** Safety and security of all students, staff, and community.

**Staff Responsible for Monitoring:** Chief of Police and the Director of State & Federal Programs

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# Goal 4 Ferris ISD will ensure strong financial stewardship and sustainability.

## Performance Objective 1

Ferris ISD will be transparent with the Board and community on funding and expenditures.

### Strategy 1

The business office will develop and monitor an annual district budget.

**Strategy's Expected Result/Impact:** Compliance with TEC 44.  
Low-Risk Audit Designation.  
Expenses kept in-line with the approved budget.

**Staff Responsible for Monitoring:** Director of Finance

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### Strategy 2

The business office will provide monthly financial reports (including bond expenses/updates) to the Board of Trustees.

**Strategy's Expected Result/Impact:** Financial transparency with the board and community.

**Staff Responsible for Monitoring:** Director of Finance

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### Strategy 3

The business office will oversee the District Annual Financial Report (AFR).

**Strategy's Expected Result/Impact:** Compliance with TEA requirements; Financial transparency with the Board of Trustees and the community.

**Staff Responsible for Monitoring:** Director of Finance

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