

Ferris Independent School District



Lucy Mae McDonald Elementary

2025-2026 Goals/ Performance Objectives/ Strategies

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Goal 1 McDonald Elementary will ensure all scholars receive high-quality instruction.

Performance Objective 1

Grade 3 will beat the state at all performance levels on STAAR for Math and Reading and all Grade 1 and 2 students will meet projected growth for math and reading on the MAP assessment.

Evaluation Data Source: CFA Data, STAAR Data, Benchmark Data

Strategy 1

Teachers will continue to develop high quality lessons and assessments that target the state standards at each grade level by using the Instructional Focus System.

Strategy's Expected Result/Impact: Improved test scores and Tier 1 Instruction

Staff Responsible for Monitoring: Principal, Assistant Principals, Learning Specialist

Formative Reviews

Moderate Progress

November

February

April

June

Strategy 2

Teachers will receive ongoing feedback through walk-throughs, PLCs, and common planning sessions.

Strategy's Expected Result/Impact: Improved teacher performance, Higher student achievement

Staff Responsible for Monitoring: Principal, Assistant Principals, Learning Specialist

Formative Reviews

Moderate Progress

November

February

April

June

Strategy 3

Teachers will track data after each assessment and address any concerns during CIT, WIN, tutoring, or parent conferences.

Strategy's Expected Result/Impact: Learning gaps will be addressed resulting in higher student achievement.

Staff Responsible for Monitoring: Principal, Assistant Principal

Formative Reviews

Moderate Progress

November

February

April

June

Strategy 4


Groups of students will be provided bilingual support through a paraprofessional and interventionist that will help target academic struggles during WIN time.

Strategy's Expected Result/Impact: Increased Student Achievement

Staff Responsible for Monitoring: Principal, Intervention Team

Funding Sources: Staff 263 - Title III, LEP, \$71,221.89

Formative Reviews

 Accomplished

November

February

April

June

Goal 2 McDonald Elementary will actively recruit, develop, and retain high quality staff.

Performance Objective 1

Teachers and staff will be provided targeted, high-quality professional development opportunities that will increase their confidence and efficacy in the classroom.

Evaluation Data Source: PD sign-in sheets, Survey data

Strategy 1

Teachers and staff will have the opportunity to attend workshops and conferences throughout the year that target their individual and team needs.

Strategy's Expected Result/Impact: Improved teacher efficacy, Increased student performance

Staff Responsible for Monitoring: Principal

Formative Reviews

Moderate Progress

November

February

April

June

Strategy 2

Teachers will be provided weekly PLC and planning times with their team to ensure we continue learning and supporting each other.

Strategy's Expected Result/Impact: Increased teacher efficacy, Shared responsibility

Staff Responsible for Monitoring: Principal

Formative Reviews

 Accomplished

November

February

April

June

Performance Objective 2

To actively work to build a positive culture that will help retain current staff and attract new staff.

Strategy 1

Plan monthly activities for staff to participate in as teams to build relationships.

Strategy's Expected Result/Impact: Stronger Culture, Staff Retention

Staff Responsible for Monitoring: Principal, Assistant Principals, Counselor

Formative Reviews

Some Progress

November

February

April

June

Strategy 2

Teachers and staff will be recognized weekly through Positive Office Referrals and Staff Members of the Month celebrations.

Strategy's Expected Result/Impact: Stronger Culture, Staff Retention

Staff Responsible for Monitoring: Principal, Assistant Principals, Counselor

Formative Reviews

Moderate Progress

November

February

April

June

Strategy 3

Continue implementation of CKH practices.

Strategy's Expected Result/Impact: Strengthen relationships across all stakeholders

Staff Responsible for Monitoring: Principal, Assistant Principals, Counselor, Process Champions

Funding Sources: CKH Training 255 - Title II, Part A, TPTR, \$12,020

Formative Reviews

Some Progress

November

February

April

June

Goal 3

McDonald Elementary 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 in crisis will receive guidance and support.

Evaluation Data Source: Counselor records, BTAs, Guidance Schedule

Strategy 1

All staff will complete training on suicide prevention and the identification and support of students in crises.

Strategy's Expected Result/Impact: A well equipped staff to ensure students' needs are met.

Staff Responsible for Monitoring: Principal, Counselor

Formative Reviews

Moderate Progress

November

February

April

June

Strategy 2

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

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

Staff Responsible for Monitoring: Counselor

Formative Reviews

Some Progress

November

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April

June

Performance Objective 2

McDonald Elementary will foster a culture of parent and community engagement through weekly

communications and a variety of activities in which parents and communities members can attend.

Evaluation Data Source: Attendance, Newsletter analytics

Strategy 1

McDonald Elementary will use Smore, Parent Square, Facebook and the website to increase school to home communications.

Strategy's Expected Result/Impact: Consistent and timely communication

Staff Responsible for Monitoring: Principal

Formative Reviews

Moderate Progress

November

February

April

June

Strategy 2

McDonald Elementary will host a variety of parent and family engagement events.

Strategy's Expected Result/Impact: Increased parental involvement

Staff Responsible for Monitoring: Principal

Formative Reviews

Some Progress

November

February

April

June

Performance Objective 3

McDonald Elementary will provide a safe and secure environment for all of it's stakeholders.

Evaluation Data Source: Centegix Data, Drill Schedule

Strategy 1

McDonald Elementary will conduct safety drills in order to prepare for any possible safety concerns that could arise.

Strategy's Expected Result/Impact: Increased preparedness in crisis situations

Staff Responsible for Monitoring: Principal, Safety Coordinator

Formative Reviews

Moderate Progress

November

February

April

June

Strategy 2

The campus counselor will be proactive in violence prevention by teaching monthly guidance lessons aligned with Capturing Kids Hearts to help students self-regulate their behavior.

Strategy's Expected Result/Impact: Increase in positive behaviors
Decrease in violent behaviors

Staff Responsible for Monitoring: Counselor

Formative Reviews

Moderate Progress

November

February

April

June

Goal 4 McDonald Elementary will ensure strong financial stewardship and sustainability.

Performance Objective 1

McDonald Elementary will allocate funds appropriately.

Evaluation Data Source: Budget Worksheets

Strategy 1

McDonald Elementary will utilize the campus improvement plan to appropriately allocate funds.

Strategy's Expected Result/Impact: Intentional spending resulting in instructional gains

Staff Responsible for Monitoring: Principal

Formative Reviews

Some Progress

November

February

April

June

Strategy 2

McDonald Elementary will follow district procedures for all purchases.

Strategy's Expected Result/Impact: Intentional spending resulting in instructional gains

Staff Responsible for Monitoring: Principal

Formative Reviews

Some Progress

November

February

April

June