

# **Ferris Independent School District**

## **Hazel Ingram Elementary**

### **2025-2026 Goals/ Performance Objectives/ Strategies**

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# Goal 1 Hazel Ingram will ensure all scholars receive high-quality instruction.

## Performance Objective 1 High Priority

85% of students will develop the necessary foundational language skills for beginning reading and writing and numerical representation and relationships by the end of the school year.

**Evaluation Data Source:** CLI  
MAP  
CIT data  
Title 1 data  
Walkthrough and evaluation data

### Strategy 1

Provide teaching materials and professional development over foundational skills to teachers and paraprofessionals that work with students to build their content knowledge.

**Strategy's Expected Result/Impact:** Increase in content knowledge and expertise, increase in students foundational language skills in beginning reading and writing

**Staff Responsible for Monitoring:** Ingram administrators

**Funding Sources:** Educational resources and manipulatives for reading and math support 199 - General Fund, , Books for Bilingual classroom 263 - Title III, LEP, \$1,000

### Formative Reviews

Some Progress

November

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### Strategy 2

Intervention time is built into the master schedule daily.

**Strategy's Expected Result/Impact:** Students will have access to intervention in the classroom or pull out intervention from the intervention team. This time built into the master schedule will allow for extra support for each grade level at different times during the day.

**Staff Responsible for Monitoring:** Admin and Intervention team

**Funding Sources:** Title 1 funds will be used for personnel 211 - Title I, Part A,

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## Strategy 3

Follow up implementation plans and support.

**Strategy's Expected Result/Impact:** We have mini CIT's built into our weekly schedule. We meet every Thursday morning from 7:30-8:15 with our intervention team and teachers to monitor students progress and discuss intervention groups. We utilize branching minds to document groups that are being pulled and their progress.

**Staff Responsible for Monitoring:** Admin team, teachers, intervention team

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# Goal 2 Hazel Ingram will actively recruit, develop and retain high quality staff and will build capacity for all educators.

## Performance Objective 1 High Priority

100% of staff that work with students will be provided with feedback, support, resources and professional development to implement campus initiatives.

**Evaluation Data Source:** Climate surveys

Office referrals

MAP

CLI

Walkthrough data

### Strategy 1

Provide walkthrough feedback to all teachers and paraprofessionals that work with students.

**Strategy's Expected Result/Impact:** Alignment in practices across the campus

Improved culture

Improved student behavior and social and emotional well being

**Staff Responsible for Monitoring:** Campus admin, supervising teachers and mentor teachers

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

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

**ESF Levers:** Lever 2: Strategic Staffing, Lever 3: Positive School Culture

### Formative Reviews

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### Strategy 2

Provide professional development based on campus needs as evidenced in data from walkthroughs at the campus and district level.

**Strategy's Expected Result/Impact:** Increased knowledge and implementation of best practices to support academics and behavior of all students

**Staff Responsible for Monitoring:** Campus admin, district learning walk teams, teacher leader teams

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

**ESF Levers:** Lever 5: Effective Instruction

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# Goal 3

Hazel Ingram will provide a safe and secure working, teaching and learning environment and will foster a positive culture for all schools and the community

## Performance Objective 1 High Priority

100% of students will have access to T1 and T2 SEL lessons that foster positive school climate and relationships with self and others.

**Evaluation Data Source:** CKH surveys

Process champion check ins

CIT data

Behavior Interventions

Teacher behavior tracking data

Office referrals

### Strategy 1

Provide ongoing training and resources to teachers, paraprofessionals and students on behavior interventions that focus on teaching skills and social and emotional learning. All staff will use CKH processes and procedures creating a common language.

**Strategy's Expected Result/Impact:** Decrease in undesirable behaviors  
Improved school culture

**Staff Responsible for Monitoring:** Campus Admin, team leaders, CKH process champions

**Funding Sources:** 199 - General Fund, , 255 - Title II, Part A, TPTR, \$12,020

**ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments

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### Strategy 2

CKH acknowledgment/ Attendance Rewards

**Strategy's Expected Result/Impact:** Increase attendance  
Decrease office referrals  
Positive Campus culture

**Staff Responsible for Monitoring:** Office staff, teachers, all staff

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

**ESF Levers: Lever 3: Positive School Culture**

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**Strategy 3**

The counselor conducts guidance lessons bi-weekly in all classrooms.

**Strategy's Expected Result/Impact:** Decrease office referrals  
Positive Campus culture

**Staff Responsible for Monitoring:** Counselor  
Ingram Admin

**ESF Levers: Lever 3: Positive School Culture**

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# Goal 4 Hazel Ingram will build and maintain relationships with families and community members.

## Performance Objective 1

Hazel Ingram Elementary will foster a culture of family and community engagement in the learning process.

**Evaluation Data Source:** Parent surveys  
Increased participation in academic events and needs

### Strategy 1

Increase access to learning and events at school through teacher websites, open house, orientation, phone calls, the monthly newsletter, and events.

**Strategy's Expected Result/Impact:** More informed parents  
Decrease in teacher and parent frustration  
Increase in the school home partnership

**Staff Responsible for Monitoring:** All staff

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

**ESF Levers:** Lever 3: Positive School Culture

#### Formative Reviews

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### Strategy 2

Teachers will make 9 positive parent contacts per 9 weeks.

**Strategy's Expected Result/Impact:** More informed parents  
Decrease in teacher and parent frustration  
Increase in the school home partnership

**Staff Responsible for Monitoring:** Ingram admin will check phone logs weekly.

**ESF Levers:** Lever 3: Positive School Culture

## Formative Reviews

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