

**STAFFORD MUNICIPAL SCHOOL DISTRICT
CAMPUS PERFORMANCE OBJECTIVES
2025-2026**

STAFFORD ECC:

Goal 1: To build student academic proficiency and social-emotional well-being enabling them to thrive academically and emotionally within a rigorous learning environment.

1. **Performance Objective 1:** By June 2026, 85% of ALL STUDENTS will be reading and performing age-appropriate skills on level as evidenced by developmentally appropriate assessments (Tx KEA, CLI, DRA).
2. **Performance Objective 2:** By June 2026, 85% will demonstrate increased progress in mathematics as measured by district assessments from BOY to MOY to EOY, ultimately ending at an on-level performance standard.
3. **Performance Objective 3:** By June 2025, 90% all students receiving special education services will demonstrate growth in their respective IEP areas and/or on state assessment measures.
4. **Performance Objective 4:** By May 2026, Stafford Early Childhood Center will demonstrate successful implementation of campus-wide STEM initiatives, with at least 85% of students showing growth in EDP skills/concepts as measured by BOY/EOY STEM assessment.
5. **Performance Objective 5:** By May 2025, SECC will ensure staff and parents are trained on how to work with students with varied emotional/behavioral needs, in an effort to ensure the number of SpEd discipline removals does not exceed 2%.
6. **Performance Objective 6:** By May 2026, Stafford Early Childhood Center will fully implement and sustain the Early STEM Academy (ESA) Kindergarten program by increasing student enrollment at least 25% each year providing professional development for ESA teachers, parent trainings and engagement opportunities for parents, and ensuring 100% of enrolled students participate in weekly STEM experiences, as evidenced by PBLs, lesson plans and/or instructional implementation data.

Goal 2: To create a positive campus climate and culture that enhances work productivity and inspires/motivates teachers and students to focus on teaching & learning.

1. **Performance Objective 1:** By May 2026, increase student attendance at the Early Childhood Center from 92% to 97% through targeted parent communication, attendance incentives, workshops and consistent monitoring, as measured by monthly attendance reports.
2. **Performance Objective 2:** By June 2026, SECC will maintain at least a 90% retention rate and 90% of all teachers will rate the campus climate as positive/productive on the EOY feedback survey.
3. **Performance Objective 3:** Provide a professional development opportunities and a coaching model that allows for monthly sessions with supporting feedback, and a survey where teachers can share reflective comments.
4. **Performance Objective 4:** By October 2026, SECC will fully implement PBIS Framework with campus-wide systems and practices in place that result in less than five disciplinary referrals per month.

5. **Performance Objective 5:** By May 2025, establish and maintain a family-friendly environment at SECC while enforcing strict safety and security protocols, ensuring 100% accountability for all stakeholders at all times through regular safety drills, secure entry points, and clear communication with families.

Goal 3: To introduce students to a variety of college and career options as well as professionals within the community.

1. **Performance Objective 1:** By June 2026, 100% of students will be exposed to various college & career options as well as community leaders' roles & responsibilities.

Goal 4: SECC will provide access to high quality early childhood education as a means of closing the achievement gap and ensuring ALL children are prepared to be WELL-ROUNDED, successful learners and future productive citizens in society.

1. **Performance Objective 1:** To provide a self-sustaining early literacy program at the infant/toddler stages that maintains an enrollment of 25+ children, and is designed to expand core skills while enhancing developmental stages as measured by program assessment.
2. **Performance Objective 2:** To use brain research/Fueling Brains activities as a way to teach children "how" to learn, not just "what" to learn with the expectation that all students show growth by moving up at least one animal persona during the year.
3. **Performance Objective 3:** To provide a solid character education program that encourages/promotes students to demonstrate core ethical values such as respect, justice, civic virtue and citizenship, and responsibility for self and others, as measured by monthly character traits nominations.
4. **Performance Objective 4:** SECC will provide targeted intervention and/or tutorials to identified students at Tier II and Tier III levels in an effort to spark growth and progress as measured by progress monitoring instruments.
5. **Performance Objective 5:** To provide inclusive practices in the general ed classrooms as well as in-home supports that enable students receiving special services and/or EB supports to show at least a 20% gain in performance as measured by district EOY assessments.
6. **Performance Objective 6:** To provide supports that help meet the hierarchy of needs for students (and families) enabling them to be emotionally & physically ready to learn.

Goal 5: By May 2025, increase parent involvement in school activities by 20% through the implementation of monthly engagement events, enhanced communication channels, and diverse participation opportunities, as measured by attendance records and parent feedback surveys.

1. **Performance Objective 1:** SECC will have 50% parent/community participation as measured by documented visits and active PTO memberships.
2. **Performance Objective 2:** SECC's marketing efforts will be geared toward maintaining a campus enrollment of 400+ students, with partnerships that provide families with in-home support, resources and learning opportunities.

3. **Performance Objective 3:** SECC will forge collaborative alliances with at least 3 local businesses to contribute resources, expertise, and financial support, fostering a mutually beneficial relationship for the purpose of enhancing our campus facilities and overall student experience.

STAFFORD ELEMENTARY:

Goal 1: At Stafford Elementary School, all students will show progress toward being college and career-ready.

1. **Performance Objective 1:** Achieve 50% Meets within 3 years and 60% Meets within 5 years across all grade levels and subject areas.

Goal 2: Stafford Elementary School will take action steps to continuously develop a positive campus climate and culture.
involvement in the educational process; thereby, supporting student success..

Goal 3: Stafford Elementary will take actions steps to increase student attendance by at least 1%.

STAFFORD MIDDLE:

Goal 1: Ensure 100% of students are college/career ready without remediation by utilizing a well-designed curriculum, instruction, and assessment plan, resulting in increased student achievement.

1. **Performance Objective 1:** By May 2026, SMS will utilize hands-on labs, reading and writing, and small group interventions to increase the student achievement percentage of Meets to 39% on 8th grade Science state assessments.
2. **Performance Objective 2:** Throughout the 2025-2026 school year, SMS will utilize PLC protocols within regularly scheduled daily meetings and high-dosage tutoring and interventions to increase student performance in Meets to 44% for 6th and 7th grades and 48% in 8th grade level performance in reading.
3. **Performance Objective 3:** Throughout the 2025-2026 school year, SMS will utilize PLC protocols within regularly scheduled meetings and high-dosage tutoring and interventions to increase student performance to 41% Meets in 6th grade math, 39% Meets in 7th grade math, and 42% meets in 8th grade level performance in math. Students in Algebra I will achieve at least 80% Meets on state assessments.
4. **Performance Objective 4:** By May 2026, SMS will improve Social Studies STAAR achievement to 42% Meets or higher by utilizing aligned and rigorous lessons as a daily practice in the Social Studies classrooms.
5. **Performance Objective 5:** By May 2026, at least 38% of students in the African American subpopulation will achieve meets or masters on grade level science STAAR assessments, at least 48% will achieve meets on grade level reading STAAR assessments, at least 43% will achieve meets on grade level math STAAR assessments and at least 42% will achieve meets on grade level social studies STAAR assessments.
6. **Performance Objective 6:** By May 2026, at least 39% of students in the Hispanic subpopulation will achieve meets or masters on grade level science STAAR assessments, at least 44% will achieve meets on grade level reading STAAR assessments, at least 42% will achieve meets on grade level math STAAR assessments and at least 42% will achieve meets on grade level social studies STAAR assessments.
7. **Performance Objective 7:** By May 2026, at least 38% of students in the Economically disadvantaged subpopulation will achieve meets or masters on grade level science STAAR assessments, at least 47% will achieve meets on grade level reading STAAR assessments, at least 42% will achieve meets on grade level math STAAR assessments and at least 41% will achieve meets on grade level social studies STAAR assessments.

Goal 2: SMSD will implement services for Special Education students that meet their individual needs to meet academic and behavioral improvement.

1. **Performance Objective 1:** By May 2026, students who receive special education services will increase their Approaches standard to 20%, Meets to 15%, and Masters to 5% in reading and math STAAR assessments.

2. **Performance Objective 2:** SMS will improve special education student behavior management, culture, and citizenship by maintaining overall referral actions below 200 and out-of-placement discipline by 20% (OSS and ISS) in the 2025-2026 school year.
3. **Performance Objective 3:** Classroom walkthroughs will occur to determine the consistent usage of C.H.A.M.P.S. strategies in at least 80% of classrooms.

Goal 3: SMSD will support the implementation of rigorous, academic instructional programming for emergent bilingual (EB) students that addresses the affective, linguistic, and cognitive needs of students to facilitate excellence in teaching and learning with the goal of preparing students to become college and career ready.

1. **Performance Objective 1:** By May 2026, 50% of Emergent Bilingual students will increase their composite TELPAS scores to advanced or advanced high.

Goal 4: By the end of the 2025-2026 school year, increase participation in district family engagement initiatives to strengthen the home-to-school connection.

1. **Performance Objective 1:** By May 2026, the SMS Parent Teacher Organization participation will increase by 25%.

Goal 5: SMSD will provide trauma-informed training for all school professionals (including substitute teachers) and students will receive services on all campuses related to mental health promotion/ intervention, substance abuse prevention /intervention, grief, suicide prevention and dating violence.

1. **Performance Objective 1:** At least 75% of SMS staff will be trained on trauma-informed services by the end of the 25-26 school year to support students receiving services related to mental health promotion/ intervention, substance abuse prevention /intervention, grief, suicide prevention, and dating violence.

STAFFORD HIGH:

Goal 1: Improve student performance and maximize learning for all students.

1. **Performance Objective 1:** The percentage of all students (original) scoring "Meets" or higher on the English I STAAR, EOC Assessment will increase to 57%, and "Masters" will increase to 15%.
2. **Performance Objective 2:** The percentage of all students (original) scoring "Meets" or higher on the English II Assessment will increase to 60%, "Masters" will increase to 20%.
3. **Performance Objective 3:** The percentage of all students (original) scoring "Meets" or higher on the Algebra 1 STAAR EOC Assessment will increase to 40%, "Meets" and "Masters" will increase to 15%.?
4. **Performance Objective 4:** The percentage of all 11th Grade students in U.S. History scoring "Meets" or higher will increase to 70%, meets and masters at 35% on the STAAR EOC Assessment.
5. **Performance Objective 5:** The percentage of all students in Biology scoring "Meets" or higher will increase to 58%, and master 15% on the STAAR EOC Assessment.
6. **Performance Objective 6:** The percent of students who achieve the CCMR target will increase to 97% by July 2026.

Goal 2: Improve Special Programs.

1. **Performance Objective 1:** Increase the SPED passing percentages in STAAR EOCs as follows:
 - a. English I scores went from 18% to 17% last year in the Spring administration: Our goal for English 1 is to improve from 17% to 30%.
 - b. English II scores went from 28% in the 23-24 Spring Administration.: Our goal will be to reach 35%
 - c. Algebra's previous goal was to go from 19-30%. The Spring 23-24 Administration showed results of 63% passing. Goal is to continue progress towards 70%
2. **Performance Objective 2:** Increase the number of students scoring 3 or above on the Advanced Placement examination to the national average.
3. **Performance Objective 3:** Increase the percentage of students who meet TSI criteria in both ELA/Reading and Mathematics from 29% to 50%
4. **Performance Objective 4:** All ELL students will show 20% growth on individual TELPAS and STAAR EOC assessments
5. **Performance Objective 5:** Address the needs of the identified GT students through a variety of academic activities, such as honors classes, college bridge and dual credit.
6. **Performance Objective 6:** Increase SAT and ACT scores to match state averages
7. **Performance Objective 7:** Increase number of students enrolled in CTE coherent sequences with at least one course aligned with an industry-based certification.

8. **Performance Objective 8:** Increase the number of students enrolled in Dual Credit Associates and Certificate Programs.
9. **Performance Objective 9:** Increase the LEP passing percentages in STAAR English I EOC scores from 33% to 50%, STAAR English II scores from 59% to 75% and STAAR Algebra I scores from 50% to 75% in order to close the achievement gap between the LEP population and the general student population.
10. **Performance Objective 10:** Graduate 100% of students enrolled in QUEST program on-time or earlier than their projected graduation when they enter the program.

Goal 3: Improve public confidence and support of the school

1. **Performance Objective 1:** Increase virtual and in-person opportunities for parental involvement

Goal 4: Enhance professional development, retention, and recruiting

1. **Performance Objective 1:** Increase professional development opportunities throughout the school year
2. **Performance Objective 2:** Recruit and retain highly-qualified faculty and staff
3. **Performance Objective 3:** Increase campus morale and culture
4. **Performance Objective 4:** Enhance campus communication on all levels in a timely manner

Goal 5: Promote a positive, safe and orderly environment.

1. **Performance Objective 1:** Reduce incidents involving drugs, alcohol, and tobacco.
2. **Performance Objective 2:** Reduce by 5% all PEIMS reportable discipline referrals.
3. **Performance Objective 3:** Implement coordinated support initiatives to provide strategies to benefit mental health and wellness, in a safe and secure environment
4. **Performance Objective 4:** Increase student graduation rate
5. **Performance Objective 5:** SAEC: Decrease returning students to SAEC through counseling and implementation of restorative discipline..

Goal 6: Improve Attendance

1. **Performance Objective 1:** Stafford High School will maintain 95% attendance average.
2. **Performance Objective 2:** Reduce Absences

Goal 7: Student athletes performance on and off the field

STEM MAGNET ACADEMY:

Goal 1: Implement Rigorous Instruction and Foster an Advanced Learning Environment

1. **Performance Objective 1:** By the end of the 2025-2026 school year, 90% of students will score Meets or higher on STAAR assessments, except 8th-grade Social Studies.
2. **Performance Objective 2:** In 8th-grade Social Studies, 100% of students will achieve Approaches and 82% will achieve Meets.
3. **Performance Objective 3:** By the end of the 2025-2026 school year, 80% of students will score a 3 or higher on AP exams.

Goal 2: Foster a Positive School Culture and Climate

1. **Performance Objective 1:** Implement PBIS and strengthen students' social-emotional learning.
2. **Performance Objective 2:** Reduce student behavior referrals by 5%.

Goal 3: Strengthen Parent and Community Involvement Aligned with the Campus Vision

1. **Performance Objective 1:** At least 70% of SSMA parents will participate in one or more school events.
2. **Performance Objective 2:** 80% of teachers will communicate with parents at least three times every six weeks and respond to correspondence within 48 hours.