

Fort Bend Independent School District

Pecan Grove Elementary

2025-2026 Goals/Performance Objectives/Strategies



Mission Statement

Pecan Grove Elementary fosters an inclusive environment that supports the wellbeing and academic success of every student.

Vision

Pecan Grove Elementary empowers every student to grow, lead, and succeed in a safe, supportive, and academically rigorous environment.

Value Statement

Wellbeing Values:

- We will build positive relationships.
- We will be respectful and responsible.
- We will design learning for our students who are valued individuals with unique physical, social, emotional and intellectual needs.

Academic Success Values:

- We will demonstrate an active commitment to education and growth for all.
- We will develop instruction that is data driven and differentiated to meet the needs of every student.

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Goals







Goal 1: Priority 1: Increase successful student outcomes through enhanced learning opportunities

Performance Objective 1: By 2026, 80% of all students, in grades K-5, will grow at least one year in reading as indicated by NWEA Map Growth Measures.

Evaluation Data Sources: Student Growth Summary Report (NWEA)
 Student Progress Report (NWEA)
 Student and School Profile Reports (NWEA)

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement consistent, data-driven small group instruction in reading across all grade levels to accelerate student growth and close achievement gaps.</p> <p>Strategy's Expected Result/Impact: By the end of the school year, students will demonstrate measurable growth in reading as indicated by MAP Growth and local assessments, moving the campus toward the goal of 80% of students meeting or exceeding one year's growth annually.</p> <p>Admin will conduct small group instruction walks based on the tiered teacher system of support All teachers will collect evidence of student learning in their small group instruction binder, including anecdotal records, messy notes, schedules Provide small group lesson plans that include students, targeted skill and data - Student Evidence of Learning Binders & Trackers Staff Responsible for Monitoring: LIT, Admin</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Feb	June
	 <p>Some Progress</p>			


Strategy 2 Details	Reviews			
<p>Strategy 2: Implement and monitor Professional Learning Communities (PLCs) that focus on improving reading outcomes through the four guiding PLC questions.</p> <p>Strategy's Expected Result/Impact: 3-5 will engage in Professional Learning Team time (PLT) once a week K-2 will engage at least every other week Teachers will use the instructional cycle components to discuss teaching and learning during PLT (before instruction, during and after) Teachers will collect data and action plans in their Evidence of Learning binders Teachers will track data for MAP, CFAs, Pre/Post Assessments, Term Grades and SLO data on their student of evidence trackers</p> <p>Staff Responsible for Monitoring: Admin, LIT</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Feb	June
	 <p>Some Progress</p>			
Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will analyze student performance data to design intentional, flexible small groups that provide targeted intervention and enrichment during dedicated instructional time.</p> <p>Strategy's Expected Result/Impact: Admin will conduct at least one Cougar Academy WT each month followed by feedback and trends Teachers Use data to create flexible groups for intervention and enrichment, targeted skills, data LIT will pull Tier 3 students with fidelity</p> <p>Staff Responsible for Monitoring: Admin, LIT</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Feb	June
	 <p>Some Progress</p>			







Strategy 4 Details	Reviews			
<p>Strategy 4: Ensure consistent communication with parents and staff regarding the Gifted and Talented (GT) referral and identification process, including timelines, criteria, and available supports.</p> <p>Strategy's Expected Result/Impact: By September 2025, 100% of GT teachers will have received professional learning on developing individualized GT Learning Plans.</p> <p>By October 2025, 100% of identified GT students will have an academic and affective co-constructed SMART goal in their GT Learning Plan.</p> <p>By February 2026 100% of the GT teachers will have identified and began implementing from 2 to 10 individualized instructional interventions using the Gifted Learning Plan Programming Services/Instructional Intervention Rubric</p> <p>Staff Responsible for Monitoring: Admin, GT Liaison, Counselor</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
	Oct	Dec	Feb	June
	 Some Progress			
Strategy 5 Details	Reviews			
<p>Strategy 5: Provide targeted enrichment opportunities for Emergent Bilingual (EB) students to support academic growth, language development, and engagement across all content areas.</p> <p>Strategy's Expected Result/Impact: EB students will have increased access to challenging learning experiences, resulting in measurable growth in academic performance and language proficiency.</p> <p>Staff Responsible for Monitoring: EL Specialist, Admin</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Feb	June
	 Some Progress			
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Goal 1: Priority 1: Increase successful student outcomes through enhanced learning opportunities

Performance Objective 2: By 2026, 80% of all students, in grades K-5, will grow at least one year in math as indicated by NWEA Map Growth Measures.

Evaluation Data Sources: Student Growth Summary Report (NWEA)
 Student Progress Report (NWEA)
 Student and School Profile Reports (NWEA)






Strategy 1 Details	Reviews			
<p>Strategy 1: Implement consistent, data-driven small group instruction in math across all grade levels to accelerate student growth and close achievement gaps.</p> <p>Strategy's Expected Result/Impact: By the end of the school year, students will demonstrate measurable growth in math as indicated by MAP Growth and local assessments, moving the campus toward the goal of 80% of students meeting or exceeding one year's growth annually.</p> <p>Admin will conduct small group instruction walks based on the tiered teacher system of support All teachers will collect evidence of student learning in their small group instruction binder, including anecdotal records, messy notes, schedules Provide small group lesson plans that include students, targeted skill and data - Student Evidence of Learning Binders & Trackers Use IXL as a resource to support skills Staff Responsible for Monitoring: Admin, Math Specialist</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Feb	June
	 <p>Some Progress</p>			

Strategy 2 Details	Reviews			
<p>Strategy 2: Implement and monitor Professional Learning Communities (PLCs) that focus on improving math outcomes through the four guiding PLC questions.</p> <p>Strategy's Expected Result/Impact: 3-5 will engage in Professional Learning Team time (PLT) once a week K-2 will engage at least every other week Teachers will use the instructional cycle components to discuss teaching and learning during PLT (before instruction, during and after)</p> <p>Staff Responsible for Monitoring: Admin, LIT</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will analyze student performance data to design intentional, flexible small groups that provide targeted intervention and enrichment during dedicated instructional time.</p> <p>Strategy's Expected Result/Impact: Admin will conduct at least one Cougar Academy WT each month followed by feedback and trends Teachers Use data to create flexible groups for intervention and enrichment, targeted skills, data Math Specialist will pull Tier 3 students with fidelity</p> <p>Staff Responsible for Monitoring: Admin, Math Specialist</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
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Goal 1: Priority 1: Increase successful student outcomes through enhanced learning opportunities

Performance Objective 3: By 2026, students in grades 3-5 will increase meets and masters on Reading STAAR from 62% to 70%.


Evaluation Data Sources: NWEA MAP Projections
STAAR Data





Strategy 1 Details	Reviews			
<p>Strategy 1: Implement consistent, data-driven small group instruction in reading across all grade levels to accelerate student growth and close achievement gaps.</p> <p>Strategy's Expected Result/Impact: Admin will conduct small group instruction walks based on the tiered teacher system of support All teachers will collect evidence of student learning in their small group instruction binder, including anecdotal records, messy notes, schedules Provide small group lesson plans that include students, targeted skill and data - Student Evidence of Learning Binders & Trackers Staff Responsible for Monitoring: Admin, LIT</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
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	 Moderate Progress			
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Goal 1: Priority 1: Increase successful student outcomes through enhanced learning opportunities

Performance Objective 4: By 2026, students in grades 3-5 will increase meets and masters on Math STAAR from 55% to 65%.

Evaluation Data Sources: NWEA MAP Projections
STAAR



Strategy 1 Details	Reviews			
<p>Strategy 1: Implement consistent, data-driven small group instruction in math across all grade levels to accelerate student growth and close achievement gaps.</p> <p>Strategy's Expected Result/Impact: Admin will conduct small group instruction walks based on the tiered teacher system of support All teachers will collect evidence of student learning in their small group instruction binder, including anecdotal records, messy notes, schedules Provide small group lesson plans that include students, targeted skill and data - Student Evidence of Learning Binders & Trackers Use IXL as a resource to support skills Staff Responsible for Monitoring: Admin, Math Specialist</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
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	 Some Progress			







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Goal 2: Priority 2: Create and sustain a culture and climate of professionalism, accountability, and communication (PAC) where stakeholders (student, parents, and staff) are valued, inspired, and engaged.

Performance Objective 1: By 2026, PGE will maintain or increase overall staff satisfaction with the district at 98% through an organizational focus on the principles of the PAC as measured by the District Culture and Climate Survey.

Evaluation Data Sources: Stakeholder Participation Results
Survey Results






Strategy 1 Details	Reviews			
<p>Strategy 1: Collaboratively develop a mission, vision, value commitments, and team norms to ensure all decisions are aligned with our shared purpose and co-created values.</p> <p>Strategy's Expected Result/Impact: High level of staff satisfaction on the climate and culture survey - greater than 90%</p> <p>Staff Responsible for Monitoring: Admin, Sunshine Committee</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Feb	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement and monitor the schoolwide behavior support system using PBIS strategies, Cub Cash incentives, and Level One forms to promote positive student behavior and a safe learning environment.</p> <p>Strategy's Expected Result/Impact: Increase parent communication regarding behaviors Increase student incentives - Cub Cash, Positive Referrals, Student of the Month Schedule BOY & MOY Grade Level Assemblies Schedule frequent lunchroom check-ins with grade levels - remind of expectations Counselor- Do classroom lessons on managing peer conflict</p> <p>Staff Responsible for Monitoring: Admin, Counselor</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: The Wellness Committee will meet once each grading period to promote and improve the health and wellness of both staff and students.</p> <p>Strategy's Expected Result/Impact: Improved staff and student well-being, leading to increased engagement, reduced stress, and a more positive school environment.</p> <p>Staff Responsible for Monitoring: Admin, Wellness Committee</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 4 Details	Reviews			
<p>Strategy 4: Establish clear homework expectations and learning objectives to empower students and foster meaningful engagement.</p> <p>Strategy's Expected Result/Impact: Increase the overall engagement score on the student Culture and climate survey from 2.4 to at least 2.51 (moving from low to moderate level)</p> <p>Staff Responsible for Monitoring: Admin, Teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Goal 2: Priority 2: Create and sustain a culture and climate of professionalism, accountability, and communication (PAC) where stakeholders (student, parents, and staff) are valued, inspired, and engaged.

Performance Objective 2: By 2026, PGE will increase parent satisfaction with FBISD schools from 86% to 90% evidenced by parents indicating the quality of their child's school as excellent or good through an organizational focus on the principles of the PAC as measured by the District Culture and Climate Survey.






Evaluation Data Sources: Stakeholder Participation Results
Survey Results

Strategy 1 Details	Reviews			
<p>Strategy 1: PGE will implement the '7 Times, 7 Ways' communication protocol to strengthen parent engagement in campus initiatives--including celebrations, informational updates, and safety procedures--using multiple platforms.</p> <p>Strategy's Expected Result/Impact: Increase survey results for parent satisfaction in communication and involvement</p> <p>Staff Responsible for Monitoring: Admin, Counselor</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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	 Moderate Progress			
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Goal 3: Priority 3: Exhibit financial responsibility through transparent budgeting processes and effective management of resources aligned to the district strategic plan.

Performance Objective 1: By May 2026, Pecan Grove Elementary will demonstrate fiscal responsibility by implementing transparent budgeting practices and ensuring all campus expenditures align with the district strategic plan and campus priorities. This will be accomplished through regular budget reviews and collaborative planning to optimize resource allocation in support of campus needs.

Evaluation Data Sources: Budget Expense Report

Strategy 1 Details	Reviews			
<p>Strategy 1: Review the campus budget with all stakeholders to ensure that all expenditures align with school goals and priorities.</p> <p>Strategy's Expected Result/Impact: Expenditures will all be aligned to campus goals (Each budget transaction will be analyzed for alignment)</p> <p>Staff Responsible for Monitoring: Admin</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
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