

Hyer Elementary - Campus Improvement Plan 2026-2027

Comprehensive Needs Assessment Description -

Hyer Elementary is a high performing school located in Dallas County, Highland Park ISD and serves approximately 500 students, grades pre-school-4th grade. Highland Park ISD and each campus recognizes a need to continue improvement in the percent of students achieving at the highest level on the state assessment, "masters." Hyer Elementary will use the data provided along with the balanced scorecard and district frameworks to further this work. For the Needs Assessment, the following data was discussed and considered: campus and district experience survey data, campus and district assessment results, and STAAR data.

Well-Educated & Well-Rounded Students

HPISD Balanced Scorecard:

1.1 Increase academic growth and mastery in all content areas;

1.2 Provide a well-rounded offering of arts and extracurricular activities that enhance the development of character and community;

1.3 Protect the physical and emotional well-being and safety of students

Goals and Key Action Steps		Progress Monitoring			Summative
cs & Growth	Academic Achievement and Growth Goal 1a: Math - Improve math outcomes at all levels, such that by spring of 2027, the percentage of students scoring masters on Grade 4 Math STAAR is not less than 62% and not less than 58% in 3rd grade.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Collaborative planning with teams, instructional coach and campus principal will focus on grade-level standards aligned with implementation of district frameworks and the walk thru form.				
	Key Action 2: Student growth will be monitored through data talks, and formal and informal assessment by teachers and campus leadership team.				
	Key Action 3: Utilize district-approved resources such as textbooks, worksheets, and the problem-solving model UPS Check to ensure classroom instruction is aligned to district curriculum documents and district expectations.				
	Key Action 4: Train teachers on the new Math Textbook. Ensure all homework is assigned from the approved resource. Provide practice problems for students on a regular basis.				
	Academic Achievement and Growth Goal 1b: Reading, Writing, Grammar - Improve reading, writing, and grammar outcomes at all levels, such that by spring 2027, the percentage of students scoring masters at Grade 4 on ELAR is not less than 75% and in 3rd grade not less than 65%. Additionally, the percentage of students scoring 24 or greater on WrAP testing will improve from 27% to 31%.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Explicit teaching of grammar through grammar talks, modeling, revising & editing, worksheets, assessments, and journal writing that transfers into students' talking, thinking, and independent writing.				
	Key Action 2: Authentic writing, in all content areas, that fosters independent thinking (stages of the writing process) including responding to reading orally and in writing.				
	Key Action 3: Explicit comprehension instruction that includes comprehension strategy approach and a discipline-specific text analysis approach to use before, during and after reading.				
	Key Action 4: Teachers will effectively integrate social studies TEKS during RLA instruction, aligned with the dsitric curriculum resources.				
	Academic Achievement and Growth Goal 1c: Science - By the spring of 2027, 3rd and 4th grade science assessment scores will increase by 5% from BOY to EOY.	November 2025	January 2026	April 2026	June 2026
	Key Action 1: Teachers will provide structured lessons based in the 5E model (engage, explore, explain, elaborate, evaluate) within the adopted resource and district curriculum documents, explicitly teaching science for 45 minutes daily.				

Academic	Key Action 2: Teachers will facilitate scientific discourse that promotes processing opportunities for students to develop explanations, conclusions, solutions, and communicate findings grounded in evidence.				
	Key Action 3: Principals will monitor effective science instruction and alignment with district resources and grade-level TEKS during walkthroughs.				
	Key Action 4: Teachers will provide phenomenon-driven learning that develops questions or identifies problems, which establishes the need for the learning throughout the unit.				
	Academic Achievement and Growth Goal 1d: Tutoring - Routine small group instruction will be offered by all classroom teachers to support learning needs of specific students.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Teachers will make data-driven decisions to determine routine small group instruction.				
	Key Action 2: Small groups will focus on specific student needs aligned to grade-level standards.				
	Key Action 3: Teachers will collect student data to track student progress.				
	Academic Achievement and Growth Goal 1e: By spring 2028, using the school experience survey in the area of "Teaching and Learning", students will report a 5% increase in the survey indicator "My school work challenges me to think." as "yes".	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Teachers will meet with students to develop learning goals for the academic school year.				
	Key Action 2: Students will receive weekly homework in the areas of ELA and math aligned to the district handbook expectations.				
	Key Action 3: Collaborative planning time will include differentiated activities to meet varied needs of students.				
	Academic Achievement and Growth Goal 1f: Well-being- By spring 2028, All students will report on the school experience survey that they have a trusted adult on campus they can go to to discuss personal, school or technology concerns.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Teachers will check in daily with students, greeting them at the classroom door each morning, conducting morning meetings and/or community circles at a minimum of once per month.				
Key Action 2: Teachers and staff will respond promptly to each individual student's emotional well-being needs.					
Technology	Technology Goal 1: Cell Phone Usage - Students will not use cell phones or smart watches during the instructional day.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Teachers will ensure that cell phones and smart watches are kept in student backpacks all day, every day.				
	Technology Goal 2: By the spring of 2027, student technology usage will be implemented with fidelity, and aligned to the HPISD Instructional Technology Beliefs & Guidelines (including the Technology Integration Triangle), as monitored by walk thru data, to stair step the use of technology.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Professional development over the technology integration triangle and recommended minutes per week will be provided and revisited throughout the year.				
	Key Action 2: Principal will monitor and provide feedback on instructional technology use on classroom walk thru form.				
Personal Safety	Physical Safety Goal 1: By the spring of 2028, more than 95% of students will report on the school experience survey that they feel safe at school.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Complete and document all required safety drills.				
	Key Action 2: Teachers and staff will ensure that all students know emergency procedures for any incident and location in the building.				

Physical & Emotic	Key Action 3: Bullying reports will be promptly investigated as required by district and state guidelines.				
	Emotional Wellness Goal 1: By the spring of 2028, all students will respond "YES" indicator on the school experience survey indicator "Students are kind to each other at my school".	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Teachers will ensure that kindness and character traits are integrated into daily classroom expectations in all settings.				
	Key Action 2: Counselors will implement Character Strong lessons during monthly guidance lessons.				
	Key Action 3: Teachers will promptly respond to any reports of unkind or disrespectful behavior among students.				

Exemplary & Committed Staff

**HPISD Balanced Scorecard:
2.1 Improve the culture and retention of current staff while recruiting exemplary new hires;
2.3 Invest in staff development and continuous improvement**

	Goals and Key Action Steps	Progress Monitoring			Summative
Staff Culture, Retention & Recruitment	Staff Goal 1: Staff Retention - District and campus staff will provide meaningful and routine professional development related to the use of district-approved curriculum documents and resources.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Principal and instructional coach will attend collaborative team planning meetings to provide feedback and support.				
	Key Action 2: Principal and instructional coach will work with Education Services to create professional development opportunities based on teacher feedback and needs.				
	Key Action 3: Content area coordinators will collaborate with campus staff to provide specific content-related feedback and support.				
	Staff Goal 2: Staff Recruitment - Collaborate with district leadership to develop staffing guidelines that honor current enrollment and efficiently and effectively meet student needs.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Monthly meetings to establish staffing guidelines.				
	Key Action 2: Informing and communicating staffing guidelines with current staff.				
	Key Action 3: Communicate and build capacity among staff to ensure staffing efficiencies.				
	Staff Goal 3: Staff Efficacy and Professional Growth will increase through a Staff Appraisal system that offers regular feedback and recognition.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: All staff will be trained in the Appraisal System before Aug 18, 2026.				
	Key Action 2: Instructional staff will receive a minimum of three walkthrough visits with feedback during the 2026-2027 school year.				
	Key Action 3: Staff will practice Goal Setting and Accountability Checkpoints within the 26-27 SDAS process.				
	Key Action 4: Staff will be offered coaching and feedback, using the walkthrough and SDAS, for the purpose of continued improvement.				
	Staff Goal 4: Professional Development - All instructional staff members will participate in district and campus professional development focused on continued learning related to HPISD frameworks and curriculum documents.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: District and campus staff will provide teachers with professional development that focuses on integrating writing opportunities across all content areas.				
	Key Action 2: Leadership team will use collaborative planning meetings to implement on time learning focused on the use of district core resources.				
Key Action 3: Teachers will implement new learning in the classroom as noted on classroom walkthrough forms.					

	Staff Goal 5: Staff Appraisal - Principal will ensure every teacher creates a growth goal and it is monitored throughout the year.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Staff are required to create a student growth goal.				
	Key Action 2: Staff will monitor and discuss progress of student growth goals each nine weeks.				
	Staff Goal 6: Support and Mentoring - Provide on-going opportunities for staff to collaborate and regularly receive support and mentoring.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Mentors will follow district provided mentor handbook to facilitate monthly meetings with mentees.				
	Key Action 2: Provide feedback to teachers in regard to walk thru data and alignment to district frameworks.				
	Key Action 3: Principal and IC will determine designated times for mentors and mentees to meet.				
Engaged Parents & Community					
HPISD Balanced Scorecard:					
3.1 Improve parent and community satisfaction;					
3.2 Strategically leverage and engage with community partners					
	Goals and Key Action Steps	Progress Monitoring			Summative
Engaged Parents & Community	Parent/Community Goal 1: School Experience Survey - By Spring 2028, there will be a minimum 3% increase in "Yes" responses on the school experience survey indicator "I am pleased with the food choices available in the cafeteria".	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Collaborate with food service director on cafeteria offerings.				
	Key Action 2: Cafeteria Manager will attend The Texas Association professional development conference in order to explore new food options.				
	Parent/Community Goal 2: Communication - By Spring 2028, there will be a minimum 5% increase in "Yes" responses on the school experience survey indicator "Teachers give helpful feedback about student work".	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Teachers will communicate to parents, according to the new district report card guidelines, to ensure parents understand student progress.				
	Key Action 2: Throughout the year, teachers will provide specific comments related to learning on student work.				
	Parent/Community Goal 3: PTA/PTO - Maintain open communication and continued involvement in campus activities throughout the year with Dads Club and PTA.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Attend scheduled meetings and contribute feedback on campus and district priorities.				
	Key Action 2: Encourage staff participation in Dads Club and PTA events.				