HUFFMAN ISD
2026–2027 BOARD GOALS

PASSION • PURPOSE • POSSIBILITIES • EXCELLENCE

OUR MISSION: EDUCATE, INSPIRE, AND EMPOWER EVERY STUDENT, EVERY DAY.

1 FINANCIAL SUSTAINABILITY

Build a Strong Financial Future

By June 2027, the Board of Trustees and Superintendent will develop and begin implementing a comprehensive 3–5 year financial sustainability plan designed to eliminate the district's structural operating deficit. During the 2026–2027 fiscal year, the district will reduce the projected structural operating deficit by at least **10%** through responsible fiscal management, operational efficiencies, revenue optimization, and strategic resource allocation while preserving high-quality instructional programs and essential student services.

CURRENT DEFICIT: $3.5 MILLION

PROGRESS MEASURES

- ✔ Monthly financial reports
- ✔ Quarterly budget reviews with the Board of Trustees
- ✔ Implementation milestones for the long-range financial sustainability plan
- ✔ Key financial indicators: structural operating deficit reduction, fund balance, budget variances, expenditure controls, and revenue optimization efforts

The Superintendent will provide regular updates to the Board throughout the evaluation process, with final goal attainment assessed as part of the **June 2027 Summative Evaluation.**

2 STUDENT ACHIEVEMENT

Increase Student Success

By June 2027, Huffman ISD will increase the percentage of students performing at or above grade level by **12 percentage points**, as measured by the NWEA MAP Growth assessment, through the implementation of high-quality Tier I instruction, targeted interventions, and continuous progress monitoring.

BASELINE: 33%

FOCUS AREAS

- K–12 RLA
- K–Geometry Math
- Biology Science

PROGRESS MEASURES

- Beginning-of-Year (BOY), Middle-of-Year (MOY), and End-of-Year (EOY) NWEA MAP Growth data
- Campus and district student achievement reviews
- Instructional walkthrough trends
- Intervention effectiveness
- Implementation of the district's instructional framework

The Superintendent will provide regular updates to the Board throughout the evaluation process, with final goal attainment assessed as part of the **June 2027 Summative Evaluation.**

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3 TEACHER IMPACT

Strengthen Instruction Through Student Growth

By June 2027, Huffman ISD will increase by **23 percentage points** the percentage of teachers achieving a MAP student growth score of 70% or higher through strengthened data-driven instruction, targeted professional learning, collaborative planning, and ongoing instructional coaching and support.

BASELINE: 10%

FOCUS AREAS

- K–12 RLA
- K–Geometry Math
- Biology Science

PROGRESS MEASURES

- Teacher MAP Growth reports
- Instructional coaching data
- Professional learning participation
- Professional Learning Community (PLC) implementation
- Classroom observation trends
- Districtwide instructional support metrics

The Superintendent will provide regular updates to the Board throughout the evaluation process, with final goal attainment assessed as part of the **June 2027 Summative Evaluation.**

4 WHOLE CHILD SUCCESS

Supporting Every Student

By June 2027, Huffman ISD will develop and implement a comprehensive counseling program that provides personalized academic planning, proactive social-emotional supports, and responsive counseling services to ensure every student is supported academically, socially, emotionally, and in preparation for future success.

PROGRESS MEASURES

- ✓ Implementation milestones for the comprehensive counseling program
- ✓ Completion rates for individualized academic planning for transition-grade students (Grades 5, 8, 9, & 11)
- ✓ Participation in counseling guidance lessons and student wellness activities
- ✓ Utilization of counseling and mental health services
- ✓ Stakeholder feedback
- ✓ Student outcome data: academic achievement, attendance, behavior, and social-emotional well-being

Develop and fully implement a districtwide comprehensive counseling program aligned to the academic, college and career, and social-emotional needs of students.

Provide personalized counseling and academic planning to 100% of targeted students in transition grades (5, 8, 9, & 11), including individualized academic audits, goal setting, and future planning.

Ensure 100% of students participate in a minimum of four counseling guidance lessons and/or student wellness assemblies annually.

Implement a multi-tiered system of supports that includes classroom guidance, small-group counseling, individual counseling, crisis response, and referrals to community mental health resources as needed.

The Superintendent will provide regular updates to the Board throughout the evaluation process, with final goal attainment assessed as part of the **June 2027 Summative Evaluation.**

The Board of Trustees will monitor progress throughout the year using monthly and quarterly performance reviews, student achievement and growth data, financial performance indicators, counseling implementation milestones, and instructional and organizational performance metrics.

TOGETHER, WE ARE COMMITTED TO POSSIBILITIES FOR EVERY STUDENT. EXCELLENCE IN EVERYTHING WE DO.