Katy Independent School District

District Improvement Plan

2022-2023 Goals/Performance Objectives with Summative Evaluation

Mission Statement

Katy Independent School District, the leader in educational excellence, together with family and community, provides unparalleled learning experiences designed to prepare and inspire each student to live an honorable, fulfilling life -- *to create the future*.

Vision

Be the legacy.

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District Improvement Plan Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The District will exceed state and national (where applicable) standards/averages for all student groups in student achievement and progress.

TEA Priorities:
Build a foundation of reading and math, Improve low-performing schools

Evaluation Data Sources: Assessment results for each of the identified assessments will be compared with longitudinal historical results in addition to state and national data to measure increases.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with Strategies to meet this performance objective.

Performance Objective 2: The percent of students in all special programs scoring at each of the Approaches, Meets, and Masters Grade Level on STAAR will increase over the previous year.

Evaluation Data Sources: STAAR reports from TEA and assessment vendor(s)

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: The percent of Katy ISD High School students who achieve the CCMR target will increase to 79% by July 2023.

TEA Priorities:
Connect high school to career and college

HB3 Goal

Evaluation Data Sources: 2021 Accountability data

Performance Objective 4: The percent of Katy ISD Elementary 3rd grade students who achieve Meets or above in Reading will increase to 67% by July 2023.

TEA Priorities:
Build a foundation of reading and math

HB3 Goal

Evaluation Data Sources: 2023 Accountability data

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 5: The percent of Katy ISD Elementary 3rd grade students who achieve Meets or above in Math will increase to 65% by July 2023.

TEA Priorities:
Build a foundation of reading and math

HB3 Goal

Evaluation Data Sources: 2023 Accountability data

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 6: KISD will expand CTE and dual credit opportunities for students.

HB3 Goal

Evaluation Data Sources: Course completion and AP Exam success

Performance Objective 7: The District will create a district literacy framework, aligned with the TEKS and Science of Reading, that will outline the district's literacy vision, beliefs, and instructional practices as well as serve as a guide for literacy curriculum, instruction, and materials decisions.

Evaluation Data Sources: Review of materials

Summative Evaluation: Exceeded Objective

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Department and campus leaders will implement a systematic prioritization process to align programs and priorities with available resources. High campuses will be prioritized in funding in all ESSA programs.

Evaluation Data Sources: Adopted budget

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: The Office of School Improvement will create and communicate a continuous improvement planning model with three checkpoints for each campus, to be implemented throughout the 2022-2023 school year.

Performance Objective 2: The District will foster efficacy of the assessment cycle where teams use data protocols to design purposeful instruction.

Evaluation Data Sources: Local Assessment calendar, professional development calendar, district protocols

Performance Objective 3: KISD will Analyze district and campus level assessments, both informal and formal, to identify opportunities and create professional learning that connects assessments to purposeful instruction.

Evaluation Data Sources: Data reviews, formal and informal assessments

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: The District will define a proficiency standard for all stakeholders and establish a training pathway for digital and security best practices.

Evaluation Data Sources: Proficiency standard established

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: All campuses and departments will be 100% staffed with highly effective, certified (if applicable) personnel.

Evaluation Data Sources: Recruiting records, hiring timelines, and retention reports

Performance Objective 2: The district will expand the teacher mentoring program to address the needs of all teachers- both experienced and inexperienced teachers.

TEA Priorities:
Recruit, support, retain teachers and principals

Summative Evaluation: Met Objective

Performance Objective 3: The District will develop an internal alternative certification program to attract and develop highly qualified teachers.

Evaluation Data Sources: Internal Alternative Certification program

Goal 6: Katy ISD will address flaws in the state finance and student assessment systems in order to regain local control.

Performance Objective 1: KISD will build awareness in all stakeholders around the current state finance system and its limitations for local control.

Evaluation Data Sources: Community and stakeholder knowledge

Goal 7: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: The District will identify existing parent and community engagement programs at campuses and district level, and explore opportunities to involve a greater number of stakeholders on/at campuses that have lower engagement rates.

High Priority

Evaluation Data Sources: Programs identified and listed; engagement rates, survey data

Performance Objective 2: Evaluate and revise existing campus community partnership structures.

Evaluation Data Sources: Revision of community partnerships as necessary

Performance Objective 3: The District will advance Katy ISD staff into enthusiastic, well-informed advocates for the district's community engagement programs.

Evaluation Data Sources: Clear understanding of community engagement programs

Goal 8: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: All campuses and departments will meet the required components of the comprehensive district safety plan and state safety requirements.

Evaluation Data Sources: Safety and security audits and safety documentation (fire drill logs).

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: It is recommended that a separate Goal for Safety & Security be added to the District Strategic Design

Performance Objective 2: The District will expand and strengthen internal systems that proactively support the well-being of the Katy ISD school community.

Evaluation Data Sources: Outline and definition of system

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: The District will connect targeted resources and educational opportunities concerning topics related to well-being for students, staff and parents.

Evaluation Data Sources: Listing of sessions; attendance/involvement rates

Summative Evaluation: Significant progress made toward meeting Objective

Adams Junior High Performance Objectives

Goal 1: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Adams Junior High will utilize the PLC process to analyze and utilize data in order to create meaningful and effective assessments.

Evaluation Data Sources: Aware, DLA, CBA

Summative Evaluation: Exceeded Objective

Goal 2: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Adams Junior High will establish a collaborative and supportive learning environment that will support teacher development, provide systems to that allow teachers to connect across the campus and encourage innovation in the classroom.

Evaluation Data Sources: Teacher retention rate.

Summative Evaluation: Met Objective

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Adams Junior High will focus on creating a safe learning environment that supports the student's social and emotional growth.

Evaluation Data Sources: Mid year student survey conducted by the Viking Shield Team.

Summative Evaluation: Met Objective

Goal 4: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Adams Junior High will focus on the individual learning needs of the students while creating quality instruction that supports all learners.

Evaluation Data Sources: STAAR data, District Level Assessments, Campus Based Assessments, Individual Student Work, Interim assessments

Summative Evaluation: Met Objective

Performance Objective 2: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Goal 5: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: Adams Junior High will establish systems that promote the effective use of digital content and tools for parents, students and staff members.

Summative Evaluation: Met Objective

Alexander Elementary School Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: 100% of RAE staff members will increase focus on T-TESS Dimensions 1.2: Data and Assessment (The teacher uses formal and informal methods to measure student progress, then manages and analyzes student data to inform instruction.), 2.4: Differentiation (The teacher differentiates instruction, aligning methods and techniques to diverse student needs.), and 2.5: Monitor and Adjust (The teacher formally and informally collects, analyzes, and uses student progress data and makes needed lesson adjustments.)

Evaluation Data Sources: RAE Small Group Instruction Rubric Results from Learning Walks
RAE Maximizing Instructional Time Rubric Results from Learning Walks
Planning Notes
Lesson Plans
Response to Intervention Collaboratives
Pre-Assessments
Teacher Common Formative Assessments
Small Group Instruction
Progress Monitoring Notes
Conferring Notes
Goal Setting and Professional Development (GSPD) Conference Notes
T-TESS Observation and Walkthrough Feedback
TX KEA
TPRI

Performance Objective 2: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Performance Objective 3: HB3: The percent of Alexander Elementary 3rd grade students who achieve Meets and above in Math will increase from 75% (as is written in long-term goal) to 84% by July of 2023.

HB3 Goal

Evaluation Data Sources: Student Progress Monitoring Notes
Spring 2022 STAAR Performance Data

Performance Objective 4: HB3: The percent of Alexander Elementary 3rd grade students who achieve Meets and above in Reading will increase from 77% (as is written in long-term goal) to 83% by July 2023.

HB3 Goal

Goal 2: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: RAE administration, teachers and staff will work collaboratively with PTA Leaders, community volunteers, and students to plan, coordinate, and facilitate events to support the academic and social emotional needs of RAE students.

Evaluation Data Sources: Calendars of Events
Event Chairperson Document
Parent/Community Survey
Volunteer Hours

Performance Objective 2: RAE Administration will work with various departments in the district to provide multiple opportunities for teachers to participate in training to earn certification to meet the needs of all learners.

Evaluation Data Sources: ESL Certification
SPED Certification

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: RAE Principal will promote student voice and leadership for 100% of fifth grade students through implementation of the RAE Kindness Crew lunch meetings and activities.

Evaluation Data Sources: Meeting attendance for all 5th grade students for the 2021-2022 school year
Student participation in lunch meetings and activities.

Performance Objective 2: 100% of RAE staff will promote Positive Behavior Intervention and Supports (PBIS) and PurposeFull People program.

Evaluation Data Sources: Discipline Report Data

Performance Objective 3: RAE will ensure a safe and secure learning environment.

Bear Creek Elementary - TIP Performance Objectives

Goal 1 - (Sept – Nov)

Performance Objective 1: 37

> **Root Cause:** The alignment of rigor of daily instruction to what is tested is a critical component to our success in Math. Planning will ensure that appropriate strategies are shared and planned for, while walkthroughs and feedback will evaluate implementation.

Performance Objective 2: 38

> **Root Cause:** Implementation of small group instruction is critical for student success. By planning and implementing quality smal group instruction through the workshop model in Reading and Math, we will close gaps in instruction.

Performance Objective 3: 39

> **Root Cause:** Using data at the student level to plan instructional groups based on TEKS and student growth ensures a targeted, intentional plan for student growth.

Goal 2 - (Dec – Feb)

Did you achieve your student performance data goals? Why or why not?: Not to the extent we wanted to. Reading is solid, and making gains. Our continued staffing issues in math have slowed down our progress.

Performance Objective 1: 37

> **Root Cause:** The alignment of rigor of daily instruction to what is tested is a critical component to our success in Math. Planning will ensure that appropriate strategies are shared and planned for, while walkthroughs and feedback will evaluate implementation.
>
> **Did you achieve your 90 day outcome?:** No
>
> **Why or why not?:** This was achieved in Reading, but not math due to sudden resignation of IC. Upon resignation, we discovered that IC was doing work for the teams, and we had to start over teaching implementation instead of picking up where it was left off.

Performance Objective 2: 38

> **Root Cause:** Implementation of small group instruction is critical for student success. By planning and implementing quality smal group instruction through the workshop model in Reading and Math, we will close gaps in instruction.
>
> **Did you achieve your 90 day outcome?:** Yes

Why or why not?: Walkthroughs show 65% implementation of small groups with effective, differentiated instruction.

Performance Objective 3: 39

Root Cause: Using data at the student level to plan instructional groups based on TEKS and student growth ensures a targeted, intentional plan for student growth.

Did you achieve your 90 day outcome?: Yes

Why or why not?: Data wall implemented in February based on current DLA and Interim data. Small groups formed based on this data.

Goal 3 - (Mar – May)

Did you achieve your student performance data goals? Why or why not?: While the campus has an ongoing system of data analysis, the State results will not be reported until Aug.
Systems will continue to look at both district and campus data.

Performance Objective 1: 37

Root Cause: The alignment of rigor of daily instruction to what is tested is a critical component to our success in Math. Planning will ensure that appropriate strategies are shared and planned for, while walkthroughs and feedback will evaluate implementation.

Did you achieve your 90 day outcome?: Yes

Why or why not?: Using the Interim data, we did see an increase in 3rd and 4th math. 5th Science and Math still showing gaps not as much growth. Reading was showing growth.

Did you achieve your annual outcome?: Yes

Why or why not?: While official data will not be in until Aug.   Again using interim data to monitor progress, 3rd and 4th math was increasing.   Science was increasing based on prior year data. Science decline in the district.

Performance Objective 2: 38

Root Cause: Implementation of small group instruction is critical for student success. By planning and implementing quality smal group instruction through the workshop model in Reading and Math, we will close gaps in instruction.

Did you achieve your 90 day outcome?: Yes

Why or why not?: Using interim data to monitor. Still showing struggles with AA.

Did you achieve your annual outcome?: Yes

Why or why not?: While official data will not be in until Aug.   Again using interim data to monitor progress, 3rd and 4th math was increasing.   Science was increasing based on prior year data. Science decline in the district.

Performance Objective 3: 39

Root Cause: Using data at the student level to plan instructional groups based on TEKS and student growth ensures a targeted, intentional plan for student growth.

Did you achieve your 90 day outcome?: Yes

Why or why not?: PLCs will continue to focus on 1st line instruction as a priority area.

Did you achieve your annual outcome?: Yes

Goal 4 - (Jun – Aug)

Performance Objective 1: 103

Root Cause: Connection of planning for rigor and delivery of instructional practices. Alignment.

Desired 90-day Outcome: To create a system that is ready to present to staff, PDR schedule and big rocks for the year.

District Actions: Jen Munoz support
Wade Wilshushen- IC support
Heather Gower, math support
ELA Lead teacher, reading support

What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?	What specific action steps address these challenges?	How does this action step address this challenge?
Mindsets, prioritizing and streamlining focus.		

Performance Objective 2: 104

Root Cause: Connection of planning for rigor and delivery of instructional practices. Alignment.

Desired 90-day Outcome: Training in place and plan for implementation. Power walks schedule in place. Using the monitoring tool, having teachers also do walks in other classrooms.

District Actions: District supports

What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?	What specific action steps address these challenges?	How does this action step address this challenge?
Communication (monitor) staying the course, feedback with teachers.		

Bear Creek Elementary School Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The overall percent of students approaching grade level standard will be 80%, meeting grade level standard will be 40%, and mastering grade level standard will be 25% on STAAR Reading.

> **High Priority**
>
> **Evaluation Data Sources:** STAAR Reading
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue

Performance Objective 2: The overall percent of students approaching grade level math and reading will be 70%, meeting grade level will be 30%, and mastering grade level will be 20% on STAAR Math.

> **High Priority**
>
> **Evaluation Data Sources:** STAAR Math
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue

Performance Objective 3: 70% of 5th grade students Bear Creek students will score Approaches Grade Level Standard, 20% will score Meets Grade Level Standard, and 10% will score Masters Grade Level Standard on the Science STAAR.

> **Evaluation Data Sources:** STAAR Science
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue/ plan for reading and writing integration in Science

Performance Objective 4: Increase the achievement of all students by increasing Domain 1, Student Achievement, by at least 10 points.

> **High Priority**
>
> **Evaluation Data Sources:** STAAR data for all student groups and special populations to determine if a minimum of one year's growth was made.
>
> **Summative Evaluation:** Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 5: BCE will work to close gaps among all sub-populations, ensuring that all groups meet the state-defined Domain 3 targets by the end of the 2022-2023 school year.

> **High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR data, 2021 State Accountability report.
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Continue

Performance Objective 6: HB 3: The percent of Bear Creek Elementary 3rd grade students who achieve Meets and above in Math will increase from 26% to 29% by June 2023.

> **HB3 Goal**
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** Scores will be received in August

Performance Objective 7: HB 3: The percent of Bear Creek Elementary 3rd grade students who achieve Meets and above in Reading will increase from 47% to 48% by June 2023.

> **HB3 Goal**
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Raise expectation to 50%

Performance Objective 8: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

> **Evaluation Data Sources:** FitnessGram, Class Observation, Formative and Summative fitness skill assessments
>
> **Summative Evaluation:** Met Objective

Performance Objective 9: African American students will show a 20% increase in STAAR Reading and Math scores, closing the gap for those learners.

> **High Priority**
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Teacher and students will utilize data to inform decisions regarding goal setting and instruction. Informal reviews will be held weekly and formal reviews each 9 weeks. Teachers will implement tiered RTI instructional practices.

Evaluation Data Sources: DLA, Common Assessments, STAAR

Summative Evaluation: Met Objective

Performance Objective 2: Teachers will implement a tiered, differentiated small group structure in their classrooms which is individualized to student needs. Small groups with differentiated content will be observed in 80% of classroom walkthroughs.

High Priority

HB3 Goal

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: 90% of Bear Creek Elementary teachers will score at the proficient level according to TTESS or an alternate instrument.

Evaluation Data Sources: End of Year Conferences

Summative Evaluation: Met Objective

Performance Objective 2: Recruit, hire and retain high quality staff and embed quality professional learning to build individual capacity and effectiveness.

Evaluation Data Sources: Retention records, recruiting records and professional development records.

Summative Evaluation: Significant progress made toward meeting Objective

Goal 4: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Bear Creek Elementary will maximize community engagement to benefit the student body and impact student learning and

academic achievement.

    Evaluation Data Sources: Increase attendance at events and increase engagement opportunities.

    Summative Evaluation: Met Objective

Performance Objective 2: Bear Creek Elementary will host a variety of opportunities to develop family involvement for instructional strategies to be implemented at home.

    Evaluation Data Sources: Increased attendance at events, implementation of strategies at home.

    Summative Evaluation: Met Objective

Goal 5: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Bear Creek students will exhibit behaviors and attitudes that contribute to an engaging, caring learning environment.

    Evaluation Data Sources: BCE will build positive relationships with the campus community and will decrease the number of discipline referrals by 10%.

Performance Objective 2: BCE will provide parents and students with information and strategies for bullying prevention and violence prevention.

    Summative Evaluation: Met Objective

Beck Junior High School Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percentage of Beck Junior High students who achieve Meets and above in reading, math, science and social studies will increase by 3% points in the 2022-2023 school year. Beck Junior High will implement strategies to increase student performance that will close the academic performance gaps due to the COVID learning loss and between student sub-populations. More specifically student sub-populations of economically disadvantage, SPED, and EL students.

Evaluation Data Sources: Assessment results for each of the identified assessments will be compared with longitudinal historical results in addition to state and national data to measure increases.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Academic performance will continue to be a focus from improvement for all student groups.

Performance Objective 2: The percent of students in all special programs scoring at each of the Approaches, Meets, and Masters Grade Level on STAAR will increase over the previous year.

Evaluation Data Sources: STAAR reports from TEA and assessment vendor(s)

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Academic performance will continue to be a focus from improvement for all student groups.

Performance Objective 3: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue.

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Department and campus leaders will implement a systematic prioritization process to align programs and priorities with available resources.

Evaluation Data Sources: Adopted budget

Summative Evaluation: Met Objective

Next Year's Recommendation: Systems are implemented and will be continued with adjustments.

Performance Objective 2: Create a campus system that ensures equity for all students with resources and instructional purpose.

High Priority

Evaluation Data Sources: Performance on assessments; teacher growth and development, and identification of student needs

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue focusing on engagement and systems to meet the needs of all kids.

Performance Objective 3: Develop a core team for training the Beck staff with implementation of the program Character Strong for student character development.

Evaluation Data Sources: 1) Identify team members
2) Implementation of monthly activities
3) Lesson plans
4) Monthly focus and campus activities

Summative Evaluation: Met Objective

Next Year's Recommendation: The team did a great job. Next year partner this team with the behavior task force.

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: All campus and department leaders will utilize data in various formats to improve effectiveness and efficiencies.

Evaluation Data Sources: Portals and data sets available, trainings offered/number of attendees, user surveys and user reports.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue this goal as means to making informed instructional decisions.

Performance Objective 2: The District will provide quality professional development designed to increase educator expertise when measuring learner skill acquisition.

High Priority

Evaluation Data Sources: Survey feedback from professional learning sessions

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Professional development continues to be needed to support teacher growth.

Performance Objective 3: Utilize a variety of measures to monitor the learner's progress toward skill acquisition.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue.

Performance Objective 4: Provide timely, relevant, and actionable feedback that is focused on learner strengths and weaknesses.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: The District will prepare all stakeholders to effectively utilize digital resources.

High Priority

Summative Evaluation: Met Objective

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: All campuses and departments will be 100% staffed with highly effective, certified (if applicable) personnel.

Evaluation Data Sources: Recruiting records, hiring timelines, and retention reports

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue this goal

Goal 6: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: The current Katy ISD school-business partnership program will be replaced with an activity driven business and community partnership model that engages all stakeholders.

Evaluation Data Sources: New partnership program created

Summative Evaluation: Met Objective

Goal 7: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: All campuses and departments will meet the required components of the comprehensive district safety plan and state safety requirements.

Evaluation Data Sources: Safety and security audits and safety documentation (fire drill logs).

Performance Objective 2: Beck Junior High will establish a system that proactively supports emotional well-being.

Evaluation Data Sources: Outline and definition of system

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 3: The District will create training and ongoing support tailored to students, staff and parents concerning emotional well-being.

Evaluation Data Sources: Listing of sessions; attendance/involvement rates

Performance Objective 4: The District will provide activities to engage stakeholders and build positive relationships.

High Priority

Evaluation Data Sources: Survey results;
Perceptions of engagement in bi-weekly Character Dare challenges
CSI fidelity audit of Character Strong/PurposeFULL People implementation
Legacy Parent Academy engagement

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Beckendorff Junior High School Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: All emergent bilingual students (English learners) with parent approval for ESL program participation minimally receive English Language Arts and Reading (ELAR) instruction by teachers who are certified in ESL, along with ELAR certification for the appropriate grade level(s). Highly encourage ELAR teachers who are uncertified to take advantage of the reimbursement opportunity available to add add ESL to their certifications.

   Evaluation Data Sources: SBEC records, OOL records.

   Next Year's Recommendation: Continue this goal.

Performance Objective 2: BDJH will provide targeted, ongoing, professional development for teachers who service the ESL population. This is of particular emphasis with the addition of a Newcomer population to the BDJH campus.

   Evaluation Data Sources: During PLC meetings, team members will purposefully incorporate researched based instructional strategies designed to impact English Language Learners.

   Summative Evaluation: Significant progress made toward meeting Objective

   Next Year's Recommendation: Significant progress but more potential for growth. . Will continue in 23-24.Continue this goal

Performance Objective 3: Increase academic outcomes for SPED students by 5% across all contents.

   Evaluation Data Sources: Teacher provided data monitoring, case manager documentation, student and parent input

   Summative Evaluation: Some progress made toward meeting Objective

   Next Year's Recommendation: Continue for 23-24

Performance Objective 4: Increase Economically Disadvantaged student Reading scores in the Meets Grade Level or Above category 2% for the 2022-2023 school year.

   Evaluation Data Sources: STAAR scores, evidence of professional development course completion, sign in sheets, TTESS conference notes.

Performance Objective 5: Teachers focus on differentiating instruction in order to provided individualized learning experiences for students.

   Evaluation Data Sources: Walk-throughs are conducted by administration, instructional coaches as well as counselors and other support staff.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Will continue in 23-24.

Performance Objective 6: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Performance Objective 7: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Teachers are informed of the English language proficiency levels of the emergent bilingual students (English learners) in their classrooms, and Professional Learning Communities actively utilize the ELPS to provide meaningful opportunities for ELs to develop social and academic English proficiency in listening, speaking, reading and writing. BDJH will provide targeted, ongoing, professional development for teachers who service the ESL population. This is of particular emphasis with the addition of a Newcomer population to the BDJH campus.

Evaluation Data Sources: PLC agendas, meeting minutes, increased use of ELL teaching strategies observed in administrative classroom observation, providing purposeful opportunities for emergent bilingual student s to meaningfully participate in all areas of student life.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Will continue in 23-24

Performance Objective 2: Teachers of emergent bilingual students (English learners) participate in professional development that addresses instruction that is sheltered and culturally responsive.

Evaluation Data Sources: Lesson plans, administrative observation.

Performance Objective 3: Provide family engagement (parent and child together) activities for families of emergent bilingual students (English learners) that is supplemental to the services provided to all families.

Evaluation Data Sources: Increased outreach directed to parents of other language learners in the form of electronic contact, opportunities for parental involvement through an "open house" available to parents of ESL students.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue.

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Campus administration will work to build capacity and morale in its staff by providing high quality professional development, opportunities for leadership learning and growth, along with opportunities to engage staff through social activities designed to foster a sense of community.

Evaluation Data Sources: Agendas, PD sign in sheets

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue in 23-24

Goal 4: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Provide a character lesson once a week to all students through social studies.

Evaluation Data Sources: Student and staff surveys. Lessons plans.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue in 23-24

Performance Objective 2: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: Campus communications, weekly Character Strong lessons

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Behtke Elementary - TIP Performance Objectives

Goal 1 - (Sept – Nov)

Goal 2 - (Dec – Feb)

Goal 3 - (Mar – May)

Goal 4 - (Jun – Aug)

Bethke Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: ESF: At CBE we will work to close gaps among all sub-populations, ensuring that all groups meet targets by the end of the 2022-2023 school year. Special notice will be given to our sub-populations that include our special education students and our Asian students.

HB3 Goal

Evaluation Data Sources: Summary Data Reports, Campus CBA's, Classroom Assessments,

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: The percent of Bethke Elementary 3rd grade students who achieve Meets and above in Math will increase from 44% to 45% by July 2023.

HB3 Goal

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: The percent of Bethke Elementary 3rd grade students who achieve Meets and above in Reading will increase from 61% to 62% by July 2023.

HB3 Goal

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 4: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Exceeded Objective

Performance Objective 5: In addition, targeted ESL students and those needing intervention hours will participate in before/after school extended day support (i.e. Dreambox, tutorials, Istation).

Evaluation Data Sources: Dreambox, tutorials, Istation and Education Galaxy

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 6: 80% of 3rd, 4th ,and 5th grade students will show growth this school year as measured on assessments (CBA's, STAAR).

> **Evaluation Data Sources:** PD given to teachers throughout the school year, targeted on Think Big Learning and Small group instruction.

> **Summative Evaluation:** Significant progress made toward meeting Objective

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Various committees and vertical teams will be meet to refine campus assessment practices. Data will examined to determine how teaching is being impacted by our assessment practices. These groups will meet throughout the year (monthly or bi-monthly) to review norms and expectation and provide input and suggestions.

> **Evaluation Data Sources:** Agendas and minutes from each committee and vertical team meeting will be collected and examined to determine input and changes to be made, if any.

> **Summative Evaluation:** Exceeded Objective

> **Next Year's Recommendation:** Vertical meetings in all subject areas

Goal 3: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Bethke Elementary in partnership with our parents and community will continue to develop a PTA and create unique opportunities for parents and community members to support the learners at Bethke Elementary.

> **Evaluation Data Sources:** Volunteer hours and surveys will be collected throughout the school year to determine the effectiveness of our PTA efforts. In addition, Principal Coffee meetings will be held to gain feedback. In addition, parent surveys will be collected to determine community needs and refine our instruction to meet the needs of parents.

> **Summative Evaluation:** Met Objective

> **Next Year's Recommendation:** Ongoing opportunities to promote membership throughout the year, not just at the beginning.

Performance Objective 2: IC/Counselor lunch and learn. Principal give 5 min update about how things are goin

> **Summative Evaluation:** Some progress made toward meeting Objective

Goal 4: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Bethke will implement the Character Strong, PurposeFULL people program campus-wide resulting in fewer discipline

referrals as compared to discipline data from the past year. Specials teachers as well as the counselor will be involved in teaching these meetings weekly.

Evaluation Data Sources: discipline dashboard, agendas and calendars from PurposeFULL people morning meetings, Counselor Guidance Lesson Plans

Summative Evaluation: Exceeded Objective

Bryant Elementary School Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: ESF: Grade level teams will align and enhance classroom instructional practices through intentional and data-driven planning and collaboration.

    High Priority

    Evaluation Data Sources: Nine Week Planning Overview, Vertical Alignment Meetings, Backward Design

    Summative Evaluation: Significant progress made toward meeting Objective

    Next Year's Recommendation: Continue with more purposeful small group planning using student data

Performance Objective 2: The percent of Bryant Elementary 3rd grade students who achieve Meets and above in Reading will increase from 68% to 69% by July 2023.

    High Priority

    HB3 Goal

    Evaluation Data Sources: Lesson plans, F&P Assessments, Dreambox Data, Common Based Assessments, 2022-2023 STAAR results

Performance Objective 3: The percent of Bryant Elementary 3rd grade students who achieve Meets and above in Math will increase from 59% to 60% by July 2023.

    High Priority

    HB3 Goal

    Evaluation Data Sources: Fountas and Pinnell Benchmark assessments, Dreambox data, Lesson Plans, District Learning Assessments, Common Based Assessments, 2022-2023 STAAR results

Performance Objective 4: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

    Evaluation Data Sources: FitnessGram, Formative and Summative fitness skill assessments

Performance Objective 5: Special Education, English Learners, Economically Disadvantaged and current index 3 student sub-population groups (including GT) will increase STAAR scores at Approaches Grade Level, Meets, and Masters and meet all targeted growth measures.

High Priority

Evaluation Data Sources: Lesson plans, District Learning Assessments, Common Based Assessments, 2022-2023 STAAR results

Goal 2: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff positivity and retention.

Performance Objective 1: New teachers will be onboarded and supported through the year to grow into highly effective teachers.

High Priority

Evaluation Data Sources: Retention records, recruiting records, timeline

Performance Objective 2: Provide planning time and quality learning experiences for all teachers by offering regular professional development led by both Instructional Coaches, Administration, and other staff members. The professional development will build on lever 5.1 of the Effective Schools Framework.

High Priority

Evaluation Data Sources: Attendance at professional development sessions, attendance at weekly coaching sessions with instructional Coaches, implementation of strategies seen in walkthroughs and learning walks, student achievement increase on DLAs, Fountas and Pinnell, Dreambox and STAAR results.

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Goal 4: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: There will be an increase in opportunities to share information and gather input from parents, staff, and community members in order to increase parent and community engagement with the school.

High Priority

Evaluation Data Sources: Parent/staff/community surveys and participation data from community activities and school events

Performance Objective 2: A joint partnership between the campus and PTA will continue to provide student and parent programs and activities in order to increase parent engagement.

High Priority

Evaluation Data Sources: PTA and Campus events held (flyers/newsletter/participation)

Goal 5: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Train the staff on the Foundations for Student Success, a campus-wide behavior management plan, and implement it with fidelity. The plan will focus on positive student behaviors, fostering relationships, and setting standardized consequences and expectations.

High Priority

Evaluation Data Sources: Teacher use in the classroom (observations), low incidence of discipline referrals

Performance Objective 2: Foster a school culture of kindness and care that is instilled in all students.

High Priority

Evaluation Data Sources: Student, Parent, and Staff anecdotal feedback, program implementation documentation, community circle feedback from teachers

Campbell Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percentage of Campbell Elementary students to meet the passing standard of approaching grade level will be 90% or higher on all STAAR assessments and in each student group.

Evaluation Data Sources: 2022 STAAR Data

Performance Objective 2: HB3: The percent of Campbell Elementary 3rd grade students who achieve Meets and above in Math will increase from 51% to 70% by July 2023.

HB3 Goal

Performance Objective 3: HB3: The percent of Campbell Elementary 3rd grade students who achieve Meets and above in Reading will increase from74% to 75% by July 2023.

HB3 Goal

Performance Objective 4: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Campbell Elementary will use a collaborative model for decision making in regards to improvement for safety, security, and a positive learning environment.

Evaluation Data Sources: PBIS Data, Discipline Data, Teacher and Student Feedback

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Campbell Elementary teachers will work in high performing teams to meet the needs of all students.

Evaluation Data Sources: Lesson Plans, Planning Agendas, Assessment Data, STAAR Data, action plans

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

> **Performance Objective 1:** Campbell Elementary will promote student engagement during instruction with the use of integrated technology
>
> **Evaluation Data Sources:** Bright Bytes Data, Lesson Plans, Connected Learner Feedback

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

> **Performance Objective 1:** Campbell Elementary will provide a supportive environment for staff members and promote continued professional growth.
>
> **Evaluation Data Sources:** Staff Survey Data, Professional Development Surveys and Data, Staff Retention Data

Goal 6: Katy ISD will address flaws in the state finance and student assessment systems in order to regain local control.

> **Performance Objective 1:** Campbell Elementary will allocate budget resources to provide the materials and professional development teachers need for students to meet their academic goals.
>
> **Evaluation Data Sources:** Budget, Professional Development Survey Data, Professional Development Plan, STAAR Data, Bright Byte Survey Data

Goal 7: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

> **Performance Objective 1:** The faculty and staff of Campbell Elementary will work collaboratively with parents and the community to establish and maintain a safe, supportive and positive learning environment that will promote high academic achievement for all students.
>
> **Evaluation Data Sources:** Family Night Attendance, PTA Memberships, Survey Data

Goal 8: Katy ISD will actively support the emotional well-being of all learners.

> **Performance Objective 1:** Campbell Elementary will build a culture of kindness, respect, and unity.
>
> **Evaluation Data Sources:** Positive Office Referrals, Kindness Crew Agendas and Calendar, Bully Survey Data, PBIS Committee Data

Cardiff Junior High School Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: (SI) Cardiff JH teachers will increase student academic growth and learning by increasing our use of differentiated learning in the classroom.

Performance Objective 2: Social Studies teachers will increase the number of GT students that achieve a score of MEETS GRADE LEVEL on the 8th Grade Social Studies STAAR Assessment to 90%.

Performance Objective 3: Social Studies teachers will increase the percentage of Special Education students scoring at the MEETS GRADE LEVEL on the Social Studies STAAR Assessment to 15%.

Performance Objective 4: Social Studies teachers will increase the number of EL students who achieve a score of MEETS GRADE LEVEL on the Social Studies STAAR Assessment to 15%.

Performance Objective 5: Science teachers will increase the percentage of students scoring at the MEETS and MASTERS GRADE LEVEL performance on the 8th Grade Science STAAR Assessment. For 2021-22 the percentages were 44% and 19% respectively.

    Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 6: Science teachers will increase the number of special education students scoring at MEETS grade level performance on the 8th Grade STAAR Assessment.

    Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 7: Science teachers will increase the number of EL students scoring at MEETS grade level performance on STAAR in science.

    Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 8: Science teachers will increase the number of KAP/GT students scoring at MASTERS grade level performance on STAAR in science.

    Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 9: RLA teachers will increase the percentage of students demonstrating one plus years of growth in the following sub pops: two or more races and African American.

Performance Objective 10: RLA teachers will increase the percentage of students scoring at the MEETS and MASTERS Grade Level performance on the Reading STAAR Assessment in all grade levels.

Performance Objective 11: Math teachers will increase the percentage of students demonstrating 1+ years of growth in math as measured by Domain 3 of STAAR. Using 2022 STAAR performance data from Domain 3, this would result in an increase of at least 8% for each of the following subpopulations: All Students, Hispanic, EL, and Special Ed.

Performance Objective 12: PE teachers will increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

> **Evaluation Data Sources:** FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: CJH will reduce instances of misbehavior in the classroom as measured by discipline referrals to the Assistant Principals and as measured by staff surveys.

> **Evaluation Data Sources:** Comparison of 2019 & 2022 Staff Survey Data.

Performance Objective 2: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: CJH will increase staff engagement to promote a more connected and resilient campus culture.

> **Evaluation Data Sources:** Annual Staff Survey

Cimarron Elementary School Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Every student at Cimarron Elementary will demonstrate at least one year's worth of growth in Reading within the KISD reading expectations, as measured by Fountas and Pinnell Benchmark Assessment System.

> **Evaluation Data Sources:** Fountas & Pinnell Benchmark Assessment System, Running Records, TPRI
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Continue to monitor student progress in the area of reading.

Performance Objective 2: The overall STAAR Reading Average %AMM (Approaches, Meets, Masters) will improve from 58% in 2022 to 68% in 2023.

> **Evaluation Data Sources:** STAAR data, 2023 Accountability Report
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue to focus on the improvement of our literacy abilities for all sub-populations.

Performance Objective 3: The overall STAAR Math Average %AMM (Approaches Meets Masters) will improve from 37% in 2022 to 45% in 2023.

> **Evaluation Data Sources:** STAAR results, Accountability information for 2022-2023.
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** We need to place more effort on growth in the area of math.

Performance Objective 4: The overall STAAR Science Average %AMM (Approaches, Meets, Masters) will improve from 35% in 2022 to 42% in 2023.

> **Evaluation Data Sources:** STAAR data, 2022 Accountability Report
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** We need to place more effort on growth in the area of science.

Performance Objective 5: HB3 - The percent of Cimarron Elementary 3rd grade students who achieve Meets and above in Reading will increase from 57% to 58% by July 2023.

> **HB3 Goal**

Evaluation Data Sources: STAAR Scores, 2022-2023 Accountability Ratings

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: We will continue to focus on improvement in the area of reading.

Performance Objective 6: HB3 - The percent of Cimarron Elementary 3rd grade students who achieve Meets and above in Math will increase from 33% to 51% by July 2022.

HB3 Goal

Evaluation Data Sources: Comparison of the 2022 to 2023 STAAR Scores for Math

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We will continue to focus on improvement in the area of math.

Performance Objective 7: The percent of students demonstrating Meets or Exceeds Progress levels on STAAR Reading and STAAR Math will increase by 10% for each subject as compared to the 2022 progress measures.

Evaluation Data Sources: STAAR data, 2022 State Accountability

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We will continue to focus on continuous growth in the areas of reading and math next school year.

Performance Objective 8: ESF: 75% of Cimarron Elementary teachers will exhibit small group lessons at the Level 3 and Level 4 indicators from our CE Instructional Roadmap.

Evaluation Data Sources: Instructional RoadMap Data

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: We will need to review and update our rubric to ensure that the performance indicators we are looking for are making a difference for small group instruction.

Performance Objective 9: Performance of our special education students will increase in both their achievement and progress towards individual goals as well as their STAAR Performance will increase by at least 10% in all subject areas.

Evaluation Data Sources: IEP Progress Reports, STAAR Performance

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Special Education and the progress of our students continues to be an area of focus.

Performance Objective 10: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue the objective

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Increase student's access to technology at home and school by utilizing the Digital Divide program and utilizing various technological devices, software and applications to increase personalized learning.

Evaluation Data Sources: Checkout of devices for home use

Summative Evaluation: Met Objective

Next Year's Recommendation: We will continue to increase student access to technology at home.

Performance Objective 2: Teachers are informed of the English language proficiency levels of the English learners in their classrooms, and teams actively utilize the ELPs to provide meaningful opportunities for EBLs to develop social and academic English proficiency in listening, speaking, reading and writing.

Evaluation Data Sources: Planning agendas, lesson plans

Performance Objective 3: Cimarron Elementary will more effectively identify Gifted students and better serve their needs in the elementary K-5 classroom.

Evaluation Data Sources: GT Testing data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Identifying GT students and serving their needs will continue to be a focus.

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Students and Teachers will use data to inform decision making regarding goal setting and instruction in Reading and Math. Informal reviews will be held following every CBA, and formal reviews will be held quarterly.

Evaluation Data Sources: DLAs, CBAs, STAAR

Summative Evaluation: Met Objective

Next Year's Recommendation: We will continue to use data for instructional decisions next year.

Performance Objective 2: All students new to Cimarron Elementary will be pre-assessed within 5 days of enrollment in order to determine academic levels and plan necessary interventions.

Evaluation Data Sources: Math Inventory, F&P Testing, Counselor Personal Survey

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Pre-assessing new to CE students will continue to be an area of focus next year.

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: Technology will be implemented effectively in all classrooms to enhance the learning experience and improve technological skills of all students.

Evaluation Data Sources: Lesson plans, walk-throughs, BrightBytes Survey

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Technology will continue to be an area of focus next school year.

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: New Teachers will be supported professionally before, during, and/or after school to meet their individual needs and increase student achievement.

Evaluation Data Sources: Retention rate, TTESS

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: We will continue to support the growth of our new teachers next school year.

Performance Objective 2: 90% of Cimarron teachers will perform at the proficient or above level according to the T-TESS evaluation or alternate instrument.

Evaluation Data Sources: EOY Conference data

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: We will continue to focus on effective teaching and calibrated evaluation.

Performance Objective 3: Cimarron Leadership Team will collaborate to interview and select high quality teaching and support candidates for hire.

Evaluation Data Sources: Talent Ed Requisitions, New Hire Credentials

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: We will continue to focus on selecting high quality teachers and supporting them in their growth.

Performance Objective 4: Cimarron Elementary will have a positive and supportive climate and culture for all staff

Evaluation Data Sources: Pulse surveys, Reflection Forms

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: We will continue to have a positive and supportive climate and culture for all staff.

Goal 6: Katy ISD will address flaws in the state finance and student assessment systems in order to regain local control.

Goal 7: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Increase parent and family engagement by offering a variety of activities and events to support the whole child

Evaluation Data Sources: Parent sign in sheets, Parent volunteer hours

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue to focus on increasing parent and family engagement.

Goal 8: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Cimarron Elementary will utilize preventive strategies to increase the emotional well-being of students through positive support systems (ie House System, Community Circles and the implementation of school-wide social emotional learning programs) and continuing tiered levels of identification and intervention to monitor, assist and reduce the number of students who exhibit disruptive discipline behaviors (physical contact and noncompliance).

Evaluation Data Sources: Strive Portfolio, Discipline Referrals, Classroom Observation Data, MTSS

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Emotional well being was a huge focus for our campus this year, and we will continue to place effort in this for next school year.

Cinco Ranch High School Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Increase the number of students participating in the campus coordinated health program.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Performance Objective 2: Increase the passing rate in English I STAAR EOC to 92%

Evaluation Data Sources: TEA Accountability Report

Performance Objective 3: Increase the passing rate in English II STAAR EOC to 92%

Evaluation Data Sources: TEA Accountability Report

Performance Objective 4: The percent of Cinco Ranch High School students who achieve the CCMR target will increase to 90% by July 2023 and to 92% by 2024

HB3 Goal

Performance Objective 5: We will seek to reduce the failure rate of all students.

Evaluation Data Sources: Failure Rate Report

Goal 2: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Provide professional development opportunities for instructional strategies, Canvas support, lesson planning etc., through Think Tank Thursday sessions to meet the needs of classroom teachers.

Evaluation Data Sources: Think Tank attendance, classroom observations, learning walk.

Goal 3: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: CRHS would like to increase PTSA memberships for the 2021-22 school year by simplifying the process and doing more frequent marketing.

Evaluation Data Sources: Membership report in May 2022

Goal 4: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: CRHS Counselors will continue to lead a variety of student groups such as grief, anxiety, new to Cinco Ranch, etc to support students in need.

Evaluation Data Sources: Conference with lead counselor and associate principal.

Performance Objective 2: Continue Cougar Challenge as a school-wide #CPOE approach to support students and staff in order to build upon our culture of kindness and compassion.

Evaluation Data Sources: Feedback from students/teachers, planned weekly activities during 3.5 time

Performance Objective 3: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: Student, parent and staff surveys focused on violence and bullying topics.

Cinco Ranch Junior High Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percent of students in all special programs scoring at each of the Approaches, Meets, and Masters Grade Level on STAAR will increase over the previous year.

Evaluation Data Sources: STAAR reports from TEA and assessment vendor(s)

Summative Evaluation: Met Objective

Performance Objective 2: CRJH will exceed state and national (where applicable) standards/averages for all student groups in student achievement and progress.

Evaluation Data Sources: Assessment results for each of the identified assessments will be compared with longitudinal historical results in addition to state and national data to measure increases.

Summative Evaluation: Met Objective

Performance Objective 3: Close the achievement gap between all students and students identified as Special Education and/or Emergent Bilingual Learners.

Evaluation Data Sources: STAAR Scores, Updated ESL program model

Summative Evaluation: Met Objective

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Implement all State and Local assessments online with the inclusion of new Technology Enhanced Items (TEI) for the 2022-2023 school year.

Evaluation Data Sources: STAAR Online implementation

Summative Evaluation: Met Objective

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: CRJH will meet the required components of the comprehensive district safety plan and state safety requirements.

Evaluation Data Sources: Safety and security audits and safety documentation (fire drill logs).

Summative Evaluation: Met Objective

Performance Objective 2: CRJH will create training and ongoing support tailored to students concerning emotional well-being by establishing a system that proactively supports students' social emotional learning.

Evaluation Data Sources: Teacher-led Character Strong sessions, once a month for all students

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: continue goal

Performance Objective 3: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Goal 4: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Provide professional support for our staff that increases morale and retention.

Evaluation Data Sources: Calendar of events, PLC's on dedicated days, Morale Magic

Summative Evaluation: Exceeded Objective

Goal 5: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: The District will identify existing parent and community engagement programs at campuses and district level, and explore opportunities to involve a greater number of stakeholders on/at campuses that have lower engagement rates.

High Priority

Evaluation Data Sources: Programs identified and listed; engagement rates, survey data

Summative Evaluation: Met Objective

Performance Objective 2: Involve parents to become more engaged and informed of activities and volunteer opportunities.

Evaluation Data Sources: CRJH will provide opportunities each semester for parents' involvement at different events.

Summative Evaluation: Met Objective

Creech Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percentage of all students scoring MEETS level or above for STAAR reading in grades 3, 4, and 5, will increase from 75% to 76%.

    Evaluation Data Sources: At the end of the year we will use STAAR Reading scores, at the MEETS level, to determine if all student groups met the goal.

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Based on current raw data provided, 85% of students "Likely Passed" STAAR Reading in 2023. We project that students scoring MEETS on STAAR Reading will meet the 76% goal. Next year's recommendation is continued progress in this area.

Performance Objective 2: The percentage of all students scoring MEETS level or above for STAAR math in grades 3, 4, and 5, will increase from 65% to 68%.

    Evaluation Data Sources: At the end of the year we will use STAAR math scores, at the MEETS level, to determine if all student groups met the goal.

    Summative Evaluation: Significant progress made toward meeting Objective

    Next Year's Recommendation: Based on current raw data provided, 73% of students "Likely Passed" STAAR Math in 2023. We project that students scoring MEETS on STAAR Math has increased considerably from 65%. Next year's recommendation is continued progress in this area.

Performance Objective 3: The percentage of students who achieve Meets and above on 5th grade Science STAAR will increase from 56% to 60%.

    Evaluation Data Sources: 5th grade 2023 STAAR Science data.

    Summative Evaluation: Significant progress made toward meeting Objective

    Next Year's Recommendation: Based on current raw data provided, 69% of students "Likely Passed" STAAR Science in 2023. We project that students scoring MEETS on STAAR Science has increased considerably from 56%. Next year's recommendation is continued progress in this area.

Performance Objective 4: HB3 - The percent of 3rd grade Creech Elementary students who achieve meets and above in Reading will increase from 76% to 77%.

    HB3 Goal

    Evaluation Data Sources: 3rd grade 2023 STAAR Reading data will be used.

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Based on current raw data provided, 87.5% of 3rd grade students "Likely Passed" STAAR Reading in 2023. We project that students

scoring MEETS on STAAR Reading has increased from 76%. Next year's recommendation is continued progress in this area.

Performance Objective 5: HB3 - The percent of 3rd grade Creech Elementary students who achieve Meets and above in Math will increase from 63% to 71%.

HB3 Goal

Evaluation Data Sources: 3rd grade 2023 STAAR Math data will be used.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Based on current raw data provided, 65% of 3rd grade students "Likely Passed" STAAR Reading in 2023. We project that students scoring MEETS on STAAR Reading has remained consistent or increased from 63%. Next year's recommendation is continued progress in this area.

Performance Objective 6: Increase the number of students participating in the Coordinated Health Program.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: With a new data collection system in place for the FitnessGram, next year's recommendation will include a goal for increased proficiency in targeted skills.

Goal 2: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Creech Elementary will implement activities to maintain connection and collaboration between staff members, maintain a positive staff moral and engage staff in campus activities and celebrations.

Evaluation Data Sources: The end of the year staff survey will reflect at least 85% satisfactory rate.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue use and analysis of Pulse survey data to monitor, assess, and solicit input on the campus culture and climate amongst staff.

Goal 3: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: Creech students and staff will responsibly utilize and integrate technology resources that enhance instruction for students, provide real time comprehensive data for teachers to guide instruction, and provide consistent external communication to parents.

Evaluation Data Sources: Bright Bytes survey will be reviewed.

Summative Evaluation: Met Objective

Next Year's Recommendation: Next year's recommendation is continued progress in this area.

Goal 4: Katy ISD will actively support the emotional well-being of all learners.

    Performance Objective 1: SCE will address the emotional needs and well-being of all learners.

    Evaluation Data Sources: Professional development provided for staff in PurposeFULL People and Conscious Discipline. Implementation of all strategies with students as evidenced by lesson plans, house rally activity plans, and guidance lesson schedule.

    Summative Evaluation: Exceeded Objective

    Next Year's Recommendation: Next year's recommendation is continued progress in this area.

Goal 5: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

    Performance Objective 1: Creech Elementary, in partnership with our parents and community, will offer and maintain unique opportunities throughout the school year for parents and community members to support the learners at Creech Elementary.

    Evaluation Data Sources: Events and strategies are planned and implemented with fidelity.

    Summative Evaluation: Met Objective

Davidson Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percentage of Davidson Elementary 3rd grade students who achieve Meets and above in Math will increase from 75% to 76% by July 2023.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR

Summative Evaluation: Met Objective

Performance Objective 2: By July of 2023, 95% of all 5th-grade students will meet standards on the Science STAAR assessment.

High Priority

Evaluation Data Sources: STAAR

Summative Evaluation: Met Objective

Performance Objective 3: By June 2023, 85% of Davidson Elementary students will pass Reading, Math, and Science STAAR tests at Meets or Masters Grade Level Expectations.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR

Summative Evaluation: Met Objective

Performance Objective 4: By July 2023, 85% of special education students will achieve at least approaching grade level on all STAAR assessments.

High Priority

Evaluation Data Sources: STAAR and STAAR ALT

Summative Evaluation: Met Objective

Performance Objective 5: The percentage of Davidson Elementary 3rd grade students who achieve Meets and above in Reading will increase from 81% to 82% by July 2023.

HB3 Goal

Summative Evaluation: Significant progress made toward meeting Objective

Goal 2: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Support initiatives to increase staff and student engagement by addressing behavioral, social, health, and emotional needs to create a positive learning and working environment as evidenced by a decrease in discipline referrals and out-of-class placements and an increase in staff morale.

Evaluation Data Sources: Observation
Discipline reports
Surveys
House System
Dragon In Training
Community Circle Observation
Lesson Plans

Summative Evaluation: Met Objective

Performance Objective 2: Information on violence prevention and bullying prevention will be provided to parents, students, and teachers.

High Priority

Evaluation Data Sources: Community Circles
SpeakUp Data
Community Survey

Summative Evaluation: Met Objective

Performance Objective 3: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram
Class Observation,
Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: By May of 2023, Davidson Elementary will ensure resources and professional development are appropriately allocated in order to maximize student and teacher engagement and growth.

High Priority

HB3 Goal

Evaluation Data Sources: Observation
Assessment Data
Surveys
Lesson Plans

Summative Evaluation: Exceeded Objective

Exley Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: JEE will meet closing the gaps performance targets for academic achievement for all sub populations that are on our accountability.

Evaluation Data Sources: At the end of the year we will use STAAR data for Meets grade level achievement to determine if this goal was met.

Summative Evaluation: Met Objective

Performance Objective 2: JEE will strengthen small group instruction by establishing standards and expectations for our campus.

Evaluation Data Sources: At the end of the year we will use STAAR Domain II Student Progress Data (Longitudinal Data Report) and T-TESS data to determine if the goal was met.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to focus on small group instruction through new curriculum

Performance Objective 3: HB 3:   The percent of 3rd grade Exley Elementary students who achieve Meets and above in Math will increase from 62% to 75% by July 2023.

HB3 Goal

Evaluation Data Sources: We will use STAAR data for 3rd grade Meets and above to determine if this goal is met.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 4: HB 3:   The percent of 3rd grade Exley Elementary students who achieve Meets and above in Reading will increase from 72% to 73% by July 2023.

HB3 Goal

Evaluation Data Sources: We will use STAAR data for 3rd grade Meets and above to determine if this goal is met.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 5: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Goal 2: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Exley Elementary will provide multiple layers of support to teachers with zero years of experience.

Evaluation Data Sources: First Year teacher feedback survey

Summative Evaluation: Met Objective

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Training for teachers will be provided and activities for our student body will be planned that will lead to developing cultural awareness, character development, and providing strategies for students to use when dealing with stress.

Evaluation Data Sources: Community service activities, character building education, team building activities, staff trainings

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Focus will continue to be made to ensure house rallies are purposeful and aligned to vision.

Goal 4: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources, and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Provide family engagement for families of our ELs through the use of the Ready Rosie resource.

Evaluation Data Sources: TELPAS data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to provide resource to families.

Fielder Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3 - The percent of Fielder Elementary students who achieve Meets and above in Reading will increase from 81% to 82% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** CBA, DLA, Fountas and Pinnell Reading Assessment, STAAR Reading Data, TPRI, TXKEA
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** We will continue our work in the area of Reading to always strive for 100% of our students at the meet or above level.

Performance Objective 2: HB3 - The percent of Fielder Elementary students who achieve Meets and above in Math will increase from 69% to 70% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** CBA, DLA, STAAR Math Data
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** We will continue our work in the area of Math to always strive for 100% of our students at the meet or above level.

Performance Objective 3: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

> **Evaluation Data Sources:** FitnessGram, Class Observation, Formative and Summative fitness skill assessments
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** We will continue our work in the areas of health and fitness to ensure our students establish healthy lifestyles.

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Fielder Elementary will foster and nurture a digital learning environment to ensure equity and build positive relationships between students, staff, and parental community.

> **Evaluation Data Sources:** Canvas Team Pages, Engaging Digital Learning Activities, Parent Survey, Staff Survey

Summative Evaluation: Met Objective

Next Year's Recommendation: We will continue our progression with digital platforms to ensure our students are prepared for junior high.

Performance Objective 2: Fielder teachers of emergent bilingual students will participate in professional development that addresses instruction that is sheltered and culturally responsive.

Evaluation Data Sources: Eduphoria Strive Professional Development log

Summative Evaluation: Met Objective

Next Year's Recommendation: We will continue our work with emergent bilingual professional development to ensure growth in teacher capacity.

Performance Objective 3: Parents and families of Fielder emergent bilingual students will be provided opportunities for engagement during the school year which enhance their social and academic awareness of English language acquisition.

Evaluation Data Sources: Event participation logs, TELPAS

Summative Evaluation: Met Objective

Next Year's Recommendation: We will continue to hold sessions for our parents to encourage engagement of our emergent bilingual families.

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Fielder Elementary students will analyze their assessment data to inform goal setting and decisions related to TEKS based instruction.

Evaluation Data Sources: CBA, DLA

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue our work with student goal setting and data tracking.

Performance Objective 2: Fielder teachers of emergent bilingual students will analyze student proficiency levels and provide appropriate instruction using the ELPS to develop social and academic English proficiency.

Evaluation Data Sources: TELPAS data, K-12 Summit

Summative Evaluation: Significant progress made toward meeting Objective

Goal 4: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: All Fielder teachers of emergent bilingual students, with parent approval for ESL program participation, will receive English Language Arts and Reading by teachers who are ELAR and ESL certified.

> **High Priority**
>
> **Evaluation Data Sources:** SBEC certification
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** We will continue to ensure 100% of teachers at Fielder are ESL certified.

Goal 5: Katy ISD will actively support the emotional well-being of all learners.

> **Performance Objective 1:** Fielder Falcons will demonstrate behaviors and attitudes which contribute to an engaging, positive, and caring learning environment.
>
> **Evaluation Data Sources:** Discipline Data, House System/CHAMPS data
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** We would like to continue our work to maintain a positive school culture for all students, families, and school community members.

Franz Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By the end of the 2022-2023 school year, the percentage of all Franz students at the Meets level in all sub-groups will increase by 25% for reading.

High Priority

Evaluation Data Sources: At the end of the year we will use STAAR Reading performance scores for all student sub groups to determine if this performance objective was met.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: By the end of the 2022-2023 school year, the percentage of all Franz students at the Meets level in all sub-groups will increase by 20% for math.

High Priority

Evaluation Data Sources: At the end of the year we will use STAAR Math performance scores for all student sub groups to determine if this performance objective was met.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: By the end of the 2022-2023 school year, the percentage of all Franz students at the Meets level in all sub-groups will increase by 25% for science.

Evaluation Data Sources: At the end of the year, we will use STAAR Science performance scores for all student sub groups to determine if this performance objective was met.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 4: By the end of the 2022-2023 school year, Franz Elementary will close the performance gap for all student groups in all areas by at least one year's growth as measured by STAAR.

High Priority

Evaluation Data Sources: At the end of the year we will use STAAR scores and domain III data to determine that the performance gap was closed for all students in all groups at approaches and above.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 5: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Performance Objective 6: The percent of Franz Elementary 3rd grade students who achieve Meets or above in Reading will increase from 40% to 49% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: 2022-2023 STAAR Reading data

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 7: The percent of Franz Elementary 3rd grade students who achieve Meets or above in Math will increase from 37% to 47% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: 2022-2023 Math STAAR data

Summative Evaluation: Some progress made toward meeting Objective

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Franz Elementary will carefully plan the allocation of all resources by doing quarterly reviews to determine the impact it has on students achievement and learning in order to improve student learning and achievement.

Evaluation Data Sources: At the end of the year we will use STAAR performance scores for all student groups with special attention towards economically disadvantaged, special education, and ELL students groups to determine if this performance objective was met

Summative Evaluation: Significant progress made toward meeting Objective

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Throughout the year, all staff will use multiple data sources to make instructional decisions to improve student learning

outcomes.

Evaluation Data Sources: At the end of the year , we will use a variety of data points to assess student growth.

Summative Evaluation: Met Objective

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: All teachers will integrate technology applications and/or tools in at least 8 lessons per nine week as indicated through classroom walkthroughs and lesson plans.

Evaluation Data Sources: By the end of the 2021-2022 school year, the use of technology integration would have been increased for the campus.

Summative Evaluation: Met Objective

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Franz Elementary will maintain a positive culture and climate that focuses on staff social and emotional well-being.

Evaluation Data Sources: By the end of the school year, Franz will retain at least 90-95% of its staff.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: 95% of teachers will score at the Proficient or above level for Domain 4 according to T-TESS or an alternate appraisal instrument.

Evaluation Data Sources: End of the year summative evaluations

Summative Evaluation: Met Objective

Goal 6: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Franz Elementary will promote parent and community engagement by offering a variety of activities, events and committees that support student learning.

Evaluation Data Sources: Franz Elementary will increase parental engagement and participation in all school-wide activities, events and committees by 10%.

Summative Evaluation: Some progress made toward meeting Objective

Goal 7: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Franz Elementary will promote Positive Behavior Interventions and Supports in order to decrease the number of office referrals.

Evaluation Data Sources: Franz Elementary will decrease the number of student office referrals by 20% for the 2022-2023 school year.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: At least 95% of Franz Elementary students will meet the state requirements for attendance.

Evaluation Data Sources: Looking at the number of student tardies and absences as reported by PEIMS.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: All stakeholders will be informed on ways to prevent violence and bullying.

Summative Evaluation: Significant progress made toward meeting Objective

Franz Elementary - TIP Performance Objectives

Goal 1 - (Sept – Nov)

Did you achieve your student performance data goals? Why or why not?: Yes for math and science- The teams have been working with the instructional coach and district lead teachers to revamp assessments to make sure they are rigorous and aligned to the TEKS. Additionally, we've been adding TEI question types for students to get ample amounts of practice prior to STAAR at the end of the year.

Performance Objective 1: 38

Root Cause: Implementation of small group instruction is critical for student success. By planning and implementing quality smal group instruction through the workshop model in Reading and Math, we will close gaps in instruction.

Desired 90-day Outcome: 4/6 of the new teachers to Franz will embed at least two differientation strategies within their small group instruction.

District Actions: Provide ongoing campus support.

Did you achieve your 90 day outcome?: No

Why or why not?: We did not achieve the desired outcome of 4/6 new teachers to Franz embedding two differentiated strategies within small group because we are still at the novice stage of understanding the structure of small group. At this time we have 1/6 new teachers at the proficient level.

What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?	What specific action steps address these challenges?	How does this action step address this challenge?
I believe one of the challenges to achieving the desired outcome for this cylce is providing sufficient time for modeling differentiation strategies within the small group.	Action Step 1	

Goal 2 - (Dec – Feb)

Did you achieve your student performance data goals? Why or why not?: Yes- for math and science
No- for ELAR- the data is inconclusive due to large amounts of unscanned/missing data.

Performance Objective 1: 38

Root Cause: Implementation of small group instruction is critical for student success. By planning and implementing quality smal group instruction through the workshop model in Reading and Math, we will close gaps in instruction.

Desired 90-day Outcome: The instructional coach model will be adjusted to narrow the focus and support.
Mrs. Tohill will support grades K-2 all subjects and Mrs. Preston will support grades 3rd-5th all subjects.

District Actions: C&I Lead Teacher Support on a regular basis.

Did you achieve your 90 day outcome?: Yes

Why or why not?: The switch was made at the semester break to refocus the work of the instructional coaches. Support has begun and the work is started.

What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?	What specific action steps address these challenges?	How does this action step address this challenge?
Instructional Coaches managing new content areas Instructional Coaches scheduling to support multiple planning sessions happening at the same time ("being in two places at once") Teacher confusion about the instructional coach changes		

Goal 3 - (Mar – May)

Performance Objective 1: 38

Root Cause: Implementation of small group instruction is critical for student success. By planning and implementing quality smal group instruction through the workshop model in Reading and Math, we will close gaps in instruction.

Desired 90-day Outcome: 16/21 = 75% of 3-5 teachers will demonstrate targeted small group instruction as detailed in the walkthrough monitoring tool.

District Actions: Collaborations with CASI and Lead teacher

Did you achieve your 90 day outcome?: No

Why or why not?: Just shy at 72% of the goal. The barrier was some teachers in 5th grade not demonstrating small group instruction as expected by the campus monitoring tool.

What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?	What specific action steps address these challenges?	How does this action step address this challenge?
Continued mindset, differentiated instruction within small group using data points.	Action Step 3	Provide guidance, coaching and feedback.

Did you achieve your annual outcome?: No

Why or why not?: 72% of the goal.

Goal 4 - (Jun – Aug)

Performance Objective 1: 100

Root Cause: Two new ICs will be new to the role. Expectations will be set and monitored.

Performance Objective 2: 104

Root Cause: Connection of planning for rigor and delivery of instructional practices. Alignment.

Golbow Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percentage of 3rd-grade students who achieve Meets and above on Reading STAAR will increase from 53% to 57% by July of 2023.

High Priority

HB3 Goal

Evaluation Data Sources: An increase in reading achievement reduced the disparity between subpopulations.

Performance Objective 2: The percentage of 5th -grade students who achieve Meets or above on Math STAAR will increase from 35% to 54% by July 2023.

Evaluation Data Sources: Campus based assessments, DLAs, and informal assessments.

Performance Objective 3: ESF- By May of 2023, 80% of Golbow Elementary teachers will be able to design and implement quality first teach lessons utilizing the campus lesson plan template, understanding the TEKS to understand expected outcomes, and knowing the student misconceptions.

High Priority

Evaluation Data Sources: CBA comparison scores, from the previous school year for 3rd, 4th, and 5th grade and STAAR

Performance Objective 4: The percentage of students who meet grade level on the 5th grade science STAAR will increase from 36% to 50 % by May of 2023.

Evaluation Data Sources: CBA comparison scores, DLA scores, and STAAR results

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Golbow Elementary will reduce teacher turnover to 15-25 percent by the end of the year.

High Priority

Evaluation Data Sources: Retention rates will increase.

Goal 4: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Golbow Elementary will assist families' ability to support student learning at home by sharing goals and standards, and by providing at-home strategies that align with instructional practice and learning standards.

Evaluation Data Sources: Guardians who attend the engagment events will leave with 2 strategies and knowing how to use those 2 strategies to support their student at home aligned with the learning the standards.

Goal 5: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Discipline referrals will decrease by 10 percent and check-ins will increase by 10 percent.

High Priority

Evaluation Data Sources: Discipline and check- in data

Performance Objective 2: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Griffin Elementary Performance Objectives

Goal 1: HB3: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percent of Griffin Elementary 3rd Grade students who achieve Meets or above in Reading will increase from 80% to 89% by July 2023.

HB3 Goal

Evaluation Data Sources: Fountas and Pinnell Benchmarks, Fountas and Pinnell LLI kits, Campus-based Assessments, District Learning Assessments, running records, and STAAR data.

Performance Objective 2: HB3: The percent of Griffin Elementary 3rd Grade students who achieve Meets or above in Math will increase from 75% to 78% by July 2023.

HB3 Goal

Evaluation Data Sources: Fountas and Pinnell Benchmarks, Fountas and Pinnell LLI kits, Campus-based Assessments, District Learning Assessments, running records and STAAR data.

Performance Objective 3: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: To examine data and plan for long-range, weekly and small group instruction using the data from Benchmarks, CBAs, DLAs and STAAR. We will increase student learning according to Fountas and Pinnell Levels, Dreambox , DLAs and AMM averages on all STAAR Scores in reading, math, and writing through the use of the Workshop model, data binders and fidelity of conferring and goal setting with children with the following targets: Third Grade Reading -80% Third Grade Math- 75% Fourth Grade Reading- 88%, Fourth Grade Math -85%, Fourth Grade Fifth Grade Reading- 94%, and Fifth Grade Math-89%.

High Priority

Evaluation Data Sources: Complete analysis of testing at the beginning of the year, following any CBA or DLA, Benchmark or running records and respond to the data in planning for and delivering instruction.

Performance Objective 2: The Workshop model will be used for all reading, math and writing instruction K-5 at MGE to grow all children. The teams will follow a schedule to allow for Academic Support Teachers, ELL teachers and SPED Inclusion/Resource to pull out or push in during independent worktime and provide targeted Tier 1 instruction during small group instruction by the general education teacher.

High Priority

Evaluation Data Sources: Following schedules as evidenced by walkthrough observations, formal observations scheduled during small group instruction, utilization of posted small group schedules and data collected in data binders.

Performance Objective 3: To increase our AMM on the STARR 5th Grade Science from 77% to 80% with goals for Approaches at 96%, Meets at 85% and Masters at 60%.

High Priority

Evaluation Data Sources: Attend new district training to support Science TEKS, implement new labs and continue to deconstruct TEKS, and data from CBAs and DLAs.

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Examination of data at the beginning of the school year from STAAR, Fountas and Pinnell, Dreambox, Permanent Records, inventories and interest surveys/conferences and DLAs to create a personal information sheet for each child and a classroom overview to use to plan for, create or guide small group instruction, and create individual student goals. Recreate individual student information sheets for each child and a summary classroom data sheet to include color coding for programs, areas of strength and weakness, interests and learning styles. Create a data binder for use at the small group table to collect data, make educational decisions and to confer with support and parents.

Evaluation Data Sources: Creation of data binder, periodic binder checks during observations and use of data during planning for learning.

Performance Objective 2: Work with children to create personal goals for learning.

Evaluation Data Sources: Records of goals and progress recorded in data binders.

Goal 4: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Prepare a budget to spend ESSER funds in ways that support the accelerated growth of students and assist with the strategic recovery from learning loss. ESSER Funding will be used to assist with hiring staff, hosting PD, providing tutorials or support personnel, acquiring technology and materials that support accelerated learning for those that meet the HB4545 requirements .

Evaluation Data Sources: Implement a learning support teacher for the primary grades. Purchase materials, programs and professional development as outlined in the budget for word study, mathematics, social and emotional growth, technology, and teacher professional development that supports student and teacher efficacy and agency.

Performance Objective 2: Post job openings using KISD portals, create a committee to review applicants and interview, revise questions for each job description, and host interviews. Hire based on rubrics or applicants that hold alignment of our mission and vision. Create introductions to staff and host get to know you activities, celebrations of performance and personal feedback notes for teachers.

> **Evaluation Data Sources:** Hire and retain faculty to fill open positions. Provide opportunities for faculty to gain efficacy and agency within our staff. List of activities and feedback from faculty members.

Performance Objective 3: Hire and retain personnel for funding a position to provide support for K-2 learners and 4th and 5th grade SPED students who failed the STAAR in both third ad fourth grades through ESSER Funds. Also to hire and retain a long term substitute for the campus to fill empty position due to absences .

Performance Objective 4: To implement the NEW district mentor program for first and second year teachers and to add support for NEW to MGE teachers in order to grow and retain teachers.

> **Evaluation Data Sources:** Agendas from meeting, reflection sheets,

Goal 5: Katy ISD will actively support the emotional well-being of all learners. Griffin will utilize the House System, the tenants of Character Strong, trauma informed practices and the information from Rebound to build strong relationships between staff and students and to build student agency.

Performance Objective 1: Assign all new staff and students to one of the Houses; Amistad, Altruismo, Isibindi, or Reveur and create opportunities for earning points, house competitions, and celebrating staff and students for their attitudes, efforts and success.

> **Evaluation Data Sources:** All new staff and students in Houses, use of the app for awarding points, flying the flag weekly of the House in the lead, providing contests and celebrations, house parties and pep rallies for, between and among the four houses.

Performance Objective 2: Provide the staff with Proactive Strategies for addressing student behaviors prior to troubling behaviors arising and to deescalate behaviors once difficult behaviors have been demonstrated.

> **Evaluation Data Sources:** The counselor and ASIP teacher will provide the staff with the both trainings during the week of August 8-12, 2022

Haskett Junior High Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Provide a variety of learning experiences that address distinct learning needs, interest, aspirations and cultural backgrounds of all
learners.

High Priority

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Significant progress made toward meeting Objective

Goal 2: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: All campuses and departments will be 100% staffed with highly effective, certified (if applicable) personnel.

Evaluation Data Sources: Recruiting records, hiring time lines, and retention reports

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: The district will expand the teacher mentoring program to address the needs of all teachers- both experienced and
inexperienced teachers.

Summative Evaluation: Some progress made toward meeting Objective

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: All campuses and departments will meet the required components of the comprehensive district safety plan and state safety
requirements.

Evaluation Data Sources: Safety and security audits and safety documentation (fire drill logs).

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: The District will enhance the established multidisciplinary approach to proactively support student emotional well-being.

Evaluation Data Sources: Outline and definition of system

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: The District will create opportunities for education and training and will continue to provide ongoing support tailored to students, staff, and parents concerning emotional well-being.

Evaluation Data Sources: Listing of sessions; attendance/involvement rates

Summative Evaluation: Significant progress made toward meeting Objective

Hayes Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3- The percent of third grade Hayes Elementary students who achieve Meets and above in Reading will increase from 72% to 73% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** 2023 STAAR data
>
> **Summative Evaluation:** Exceeded Objective
>
> **Next Year's Recommendation:** Continue

Performance Objective 2: HB3- The percent of third grade Hayes Elementary students who achieve Meets and above in Math will increase from 57% to 71% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** 2023 STAAR data
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Continue

Performance Objective 3: JHE staff will work to close gaps among all sub populations to ensure all groups tested on STAAR meet the Domain III targets.

> **Evaluation Data Sources:** 2023 STAAR Data
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Continue

Performance Objective 4: 80% of JHE teachers will show growth on the campus monitoring tool being implemented to track quality instruction as defined in the Effective Schools Framework Lever 5.

> **Evaluation Data Sources:** Campus monitoring tool
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Continue

Performance Objective 5: Grades 3-5 Special Education students will increase by 5% in Meets Grade Level for all STAAR tested subjects.

Evaluation Data Sources: 2023 STAAR results will be utilized to determine if scores increased by 5% .

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Performance Objective 6: Increase the number of students scoring at health fitness zones, as measured on Fitness Gram, to contribute to optimal health.

Evaluation Data Sources: Fitness Gram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Kindergarten teachers will assess their students with TX KEA at the beginning and end of year in order to gather data and make informed decisions for differentiated small group instruction.

HB3 Goal

Evaluation Data Sources: Review TX KEA data, small group instruction, data binders

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Use assessments as a data point to support student learning.

Performance Objective 2: 1st and 2nd grade ELAR teachers will assess their students with TPRI at the beginning and middle of the year in order to gather data and make informed decisions for differentiated small group instruction.

HB3 Goal

Evaluation Data Sources: Review TPRI data

Summative Evaluation: Met Objective

Next Year's Recommendation: Use assessments as a data point to support student learning.

Performance Objective 3: Kindergarten through 5th grade ELAR teachers will assess their students with Fountas & Pinnell Benchmark Assessment at the beginning and end of the year in order to gather data and make informed decisions for differentiated small group instruction.

HB3 Goal

Evaluation Data Sources: Review F&P data, data binders, small group planning sessions

Summative Evaluation: Met Objective

Next Year's Recommendation: Discontinue

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: The JHE Leadership Team will utilize information from the monthly district climate and culture survey in order to celebrate areas of strength and identify and address areas of need for JHE staff.

Evaluation Data Sources: Katy ISD will send a monthly survey to measure staff culture and climate

Summative Evaluation: Met Objective

Next Year's Recommendation: Discontinue

Performance Objective 2: Differentiated job embedded professional learning opportunities will be provided for Hayes Elementary staff in order to collaborate and make data driven instructional decisions.

Evaluation Data Sources: Professional development will lead to student growth and success as reflected on campus common assessments, DLA's and 2021-2022 STAAR results.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Goal 4: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Hayes Elementary staff will work together to provide a safe, supportive and positive learning environment for all students by implementing Character Strong/ Purposeful People.

Evaluation Data Sources: Observation of Purposeful People being implemented, CORE Team Training and monthly meetings, Community Circles, feedback from students and staff

Summative Evaluation: Met Objective

Next Year's Recommendation: MTSS - B

Performance Objective 2: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: Campus newsletter, Faculty Meeting Agendas, Professional Development

Goal 5: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Hayes Elementary will promote and encourage a partnership with parents and community members by offering a variety of activities that support student engagement and learning.

Evaluation Data Sources: Hayes Elementary will increase volunteer hours by a minimum of 5%. Volunteer hours will be tracked utilizing RAPTOR.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Discontinue

Holland Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percent of students achieving meets or masters will increase by 5% or more over the previous year.

> **High Priority**
>
> **Evaluation Data Sources:** End of year STAAR report and accountability report.
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Continue to grow and improve PLC collaboratives with teams, incorporating more specific data points to align with accountability criteria.

Performance Objective 2: The campus will establish structures that support a collaborative, flexible, safe, and respectful learning environment.

> **High Priority**
>
> **Evaluation Data Sources:** Implementation of PBIS structures and supports for students (CHAMPS, House/BHE Essentials, House Points).
>
> **Summative Evaluation:** Exceeded Objective
>
> **Next Year's Recommendation:** Transition to focusing on incorporating House Essentials and the enhancements of the House Council.

Performance Objective 3: HB3: The percent of Holland Elementary 3rd grade students who achieve Meets and above in Reading will increase from 72% to 74% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** Campus Bases Assessment Data
> Interim Assessment Data
> STAAR Data
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue to strive to increase the number of 3rd grade students achieving Meets and above in Reading.

Performance Objective 4: HB3: The percent of Holland Elementary 3rd grade students who achieve Meets and above in Math will increase from 70% to 78% by July 2023.

> **HB3 Goal**

Evaluation Data Sources: DreamBox Data
Common Assessment Data
Interim Assessment Data
STAAR Data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to strive to increase the number of 3rd grade students achieving Meets and above in Math.

Performance Objective 5: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to encourage optimal health targets for students.

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Teachers will plan engaging learning experiences utilizing a variety of instructional strategies and supports to actively engage Emergent Bilingual and Special Education students and enhance their learning.

Evaluation Data Sources: Lesson plans
Program data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue the implementation of VNG program in each science unit.

Goal 3: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: Teachers will plan engaging learning experiences utilizing a variety of instructional technology to actively engage students and enhance their learning experiences so that district expectations for technology are integrated and utilized inside and outside the classroom.

Evaluation Data Sources: Surveys - parent and staff
BrightBytes Survey Report
Lesson plans will indicate instructional technology and online resources used for student engagement/learning.

Summative Evaluation: Met Objective

Next Year's Recommendation: Encourage teachers to engage students with hands on technology applications.

Goal 4: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Bonnie Holland Staff will implement new components of Purposeful People to support student engagement and social development.

> **Evaluation Data Sources:** System in place
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Enhance the Student Council leadership to include at House Council and provide student leadership across the campus.

Performance Objective 2: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

> **Evaluation Data Sources:** Campus eNews Communication, Faculty Meeting Agendas, Professional Development

Hutsell Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: ESF5.3 HB3: The percent of Hutsell Elementary 3rd grade students who achieve Meets and above in Reading will increase from 43% to 50% by July 2023. The long term goal is to increase to 52% by 2024.

> **HB3 Goal**
>
> **Evaluation Data Sources:** DLA/CBA - Formative Assessments
> 2023 STAAR Reading Scores
> We will monitor and track student progress by student sub groups.
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** Modify/Continue

Performance Objective 2: ESF5.3 HB3: The percent of Hutsell Elementary 3rd grade students who achieve Meets and above in Math will increase from 39% to 51% by July 2023. The long term goal is to increase to 53% by 2024.

> **HB3 Goal**
>
> **Evaluation Data Sources:** 2023 STAAR Math Scores
> DLA/CBA - Formative Assessments
> We will monitor and track student progress by student sub groups.
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Modify and continue

Performance Objective 3: The percent of Hutsell Elementary students who achieve Meets and above in Science will increase from 26% to 45% by July 2023. The long term goal is to increase to 46% by 2024.

> **Evaluation Data Sources:** 2023 STAAR Science Scores
> DLA/CBA - Formative Assessments
> We will monitor and track student progress by student sub groups.
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Modify and Continue

Performance Objective 4: ESF 5.3 85% of the teachers will score proficient (walkthrough rubric) in executing small group instruction in reading and

math meeting during the 2022-2023 school year.

Evaluation Data Sources: Small Group Walkthrough Rubric

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Modify and Continue

Performance Objective 5: SI/HB4545: Increase student performance in all content areas and continue to close gaps among all student groups, ensuring that all student groups make progress towards meeting Federal Targets during the 2022-2023 school year.

Evaluation Data Sources: 2023 STAAR Scores

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Modify and Continue

Performance Objective 6: During the 2022-2023 school year, Hutsell will continue to implement the Pre-K program to engage students while learning in a literacy rich environment.

Evaluation Data Sources: Evidence of professional development, collaboration, planning, and students' growth through evaluation tools.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue and modify

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Hutsell Elementary will carefully plan the allocation of all resources in order to improve student learning and achievement for all student groups.

Evaluation Data Sources: 2022 - 2023 STAAR performance levels for all student groups will be used to measure this objective.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue and modify

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: All staff will utilize data and collaboration to make instructional and organizational decisions to increase student achievement and foster continuous improvement for all student groups.

High Priority

Evaluation Data Sources: Closing the Gaps Status Table
TEA School Report Card

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Modify and continue

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: Increase staff and students' access to and use of technology to enhance instruction and increase student engagement and achievement.

Evaluation Data Sources: The use of technology integration will increase across campus for the 2022-2023 school year.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Modify and Continue

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: During the 2022-2023 school year, Hutsell will continue to recruit, hire and retain high quality staff and embed quality professional learning to build capacity and effectiveness by 100%.

Evaluation Data Sources: Retain records of recruiting and professional development.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Modify and continue

Goal 6: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Faculty and Staff will participate in a collaborative model for decision making and improvement through various monthly committees.

Evaluation Data Sources: Committee minutes and sign-in for full committee participation.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Modify and continue

Performance Objective 2: During the 2022-2023 school year, Hutsell will continue to promote Parent and Family Engagement and implementing multiple opportunities to share information and gather input from parents and community members to increase parental engagement at all levels (class, grade, and school) in order to support student learning.

> **Evaluation Data Sources:** Hutsell will increase parental participation in class, grade-level, and school events by 5%.

> **Summative Evaluation:** Some progress made toward meeting Objective

> **Next Year's Recommendation:** Modify and Continue

Goal 7: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: In order to decrease the number of office referrals, Hutsell Elementary will promote Positive Behavior Interventions and Supports (PBIS), CHAMPS, and PurposeFull People to set campus-wide student expectations and support the emotional well-being of staff and students.

> **Evaluation Data Sources:** Decrease the number of student office referral by 10% for the 2022-2023 school year.

> **Summative Evaluation:** Some progress made toward meeting Objective

> **Next Year's Recommendation:** Modify and continue

Performance Objective 2: Increase the number of students participating in the campus Coordinated Health Program.

> **Evaluation Data Sources:** FitnessGram, Class Observation, Formative and Summative fitness skill assessments

> **Summative Evaluation:** Some progress made toward meeting Objective

> **Next Year's Recommendation:** Modify and continue

Jenks Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percent of Jenks Elementary 3rd grade students who achieve Meets and above in Math will increase from 69% to 78% by July 2023.

High Priority

HB3 Goal

Evaluation Data Sources: HB3 State Reports

Performance Objective 2: The percent of Elementary 3rd grade students who achieve Meets and above in Reading will remain or increase from 77% to to stay above the 78% target by July 2023.

High Priority

HB3 Goal

Evaluation Data Sources: HB3 State Reports

Performance Objective 3: The percent of Jenks Elementary students who achieve Meets and Masters in Math and Reading will continue to grow and increase to maintain an A rating for our campus by July 2023.

Evaluation Data Sources: STAAR State Reports

Performance Objective 4: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Exceeded Objective

Performance Objective 5: ESF 5:2 Campus instructional leaders provide training and ongoing support so that teachers effectively use high-quality instructional materials, time and research-based teaching practices by setting goals that promote critical thinking skills. Based on student data, we will include differentiated and scaffolded support for students with disabilities, English language learners and other student groups.

High Priority

Evaluation Data Sources: ESF Learning Walk teams will gather data to focus on the instructional time and structures behind teaching practices for the 2022 - 2023 school

year.

Summative Evaluation: Exceeded Objective

Performance Objective 6: ESF Focus: Campus instructional leaders provide training and ongoing support so that 85 % of teachers perform at the Extending level to maximize the instructional time and use high-quality researched-based teaching practices that promote critical-thinking skills by May of 2023.

High Priority

Evaluation Data Sources: Benchmarks set: First 90 Days: 65% of teachers;   Second 90 Days: 75%   EOY: 85%

Summative Evaluation: Met Objective

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Students in all demographic areas (Domain (III) will continue to meet and/or exceed the targets set at the federal level for overall performance by July 2023.

Evaluation Data Sources: State Assessment reports - Closing the Gap report.

Performance Objective 2: Provide family engagement for families of ELs through the use of the Ready Rosie resource.

Summative Evaluation: Exceeded Objective

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Teachers in grades 3 - 5 will develop quality assessments with the new STAAR assessment style/level questions using the AWARE system to analyze our students' growth and academic needs.

Evaluation Data Sources: Campus based assessments , AWARE data

Summative Evaluation: Exceeded Objective

Performance Objective 2: Teachers in Special Education and Support will assist in the development of quality modified and/or accommodated assessments with research based scaffolding techniques to analyze our students' growth and academic needs on their individualized goals in relation to the grade level expectations utilizing the online assessment accommodations to a greater extent throughout the school year.

Evaluation Data Sources: Campus based assessments, Student goals & progress monitoring, AWARE data

Summative Evaluation: Met Objective

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: Teachers and students will utilize instructional technology tools in order to bridge technology assessment and student feedback into our routine learning and enhance our students' abilities to perform successfully and increase their online academic/assessment performance.

Evaluation Data Sources: Tech Tools utilized, documentation of student participation as well as increase in individualized growth.

Summative Evaluation: Exceeded Objective

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Support our staff, both new and returning, through use of providing a campus culture where staff feels valued, heard and genuinely connected to those they work with on a daily basis evidenced by high performing and cohesive teams.

Evaluation Data Sources: Campus Culture Survey results analyzed, shared out with Team Leaders and the campus as a whole. Monthly measures of our data.

Summative Evaluation: Met Objective

Goal 6: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Staff and students will engage in Character Education practices routinely to highlight the importance of key emotional/social concepts to see our continued focus on serving the whole person in order to maximize their growth to it's full potential.

Summative Evaluation: Exceeded Objective

Performance Objective 2: Staff and students will engage in prevention practices and reporting strategies to address violence and/or bullying/harassing behavior towards others.

Evaluation Data Sources: BHIP reports, Speak Up reports, Office referrals - routine, Office referrals - positive reward, our Character Counts/PurposeFULL People/I've Got Your Back student nomination data and PBIS program SPOT Ticket usage.

Summative Evaluation: Met Objective

Jordan High School Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

    Performance Objective 1: All PLC teams will document their planning process using agendas.

        Evaluation Data Sources: Review of agendas on an ongoing basis, and IC and administrator attendance in PLC meetings.

    Performance Objective 2: Instructional coaches will attend PLC meetings to support the work and process of developing a highly effective planning and teaching standards that focus on personalized learning.

        Evaluation Data Sources: The IC's and Administrative team will meet on a regular basis to discuss the work of PLC's.

    Performance Objective 3: The percent of Jordan High School students who achieve the CCMR target will increase from to 92% by July 2023.

        HB3 Goal

        Evaluation Data Sources: Accountability 2023 data

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

    Performance Objective 1: Jordan High School will assessment data as it becomes available and will implement strategies and interventions to address the needs of our students.

        Evaluation Data Sources: Review of meeting agendas for the PLC, and an ongoing area of focus in administrative meeting with the IC's and administrators.

    Performance Objective 2: PLC's will implement a consistent process for reviewing student work, and reviewing assessment data.

        Evaluation Data Sources: Review of meeting agendas for the PLC, and an ongoing area of focus in administrative meeting with the IC's and administrators.

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

    Performance Objective 1: Jordan High School will deliver professional development on backward design in core contents and support the implementation through the instructional coaches.

Evaluation Data Sources: Trainings listed in campus wide and departmental professional development.

Goal 4: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Jordan High School will implement support groups through the counseling department for students who need support for emotional well-being.

Evaluation Data Sources: This will be a yearlong agenda item in the leadership meetings with counselors and administration.

Performance Objective 2: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: This will be evaluated on completion as reported by the counseling office.

Performance Objective 3: Jordan High School will implement the Character Strong program with fidelity to build emotional resilience and social skills in students.

Evaluation Data Sources: The Character Strong team will monitor the implementation of Character Strong and use the annual student survey to evaluate effectiveness.

Katy Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percent of Katy Elementary third grade students who achieve meets and above in reading will increase from 63% to 71% by July 2023, as measured by STAAR.

    High Priority

    HB3 Goal

    Evaluation Data Sources: STAAR 2023

Performance Objective 2: The percent of Katy Elementary third grade students who achieve meets and above in math will increase from 49% to 68% by July 2023, as measured by STAAR.

    High Priority

    HB3 Goal

    Evaluation Data Sources: Math STAAR 2023

Performance Objective 3: The percentage of EL students demonstrating growth will increase by 10%, as measured by STAAR 2023 and TELPAS 2023.

    Evaluation Data Sources: STAAR reading, math and science 2023 ; TELPAS 2023

Goal 2: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: The campus PEBS committee will meet each grading period to review discipline, safety and Class Dojo data to evaluate effectiveness and make any necessary revisions to support a positive learning environment for all students.

    High Priority

    Evaluation Data Sources: Discipline data, safety drill data, Class Dojo reports, staff feedback, student survey feedback

Performance Objective 2: Provide staff, students and parents with information, resources and tools to provide for the social/emotional needs of all.

    High Priority

    Evaluation Data Sources: Climate and culture survey results, Student bullying survey results, staff feedback, student feedback, guidance lessons

Katy High School Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: KHS faculty will continue to build on their collaborative work to increase participation in KAP and AP courses and AP exams. A team of KAP and AP teachers will continue to communicate about issues unique to the KAP and AP program and to increase the number of National Merit Scholars and Hispanic Merit Scholars.

> **Evaluation Data Sources:** Course requests, College Board results, National Merit and National Hispanic Scholar results

Performance Objective 2: Continue to refine and implement an Enrichment Period that allows students to receive academic support during the school day.

> **Evaluation Data Sources:** Numbers of students requesting assistance per grading period. Pass usage, attendance records, failure lists, student grades, comparison of the number of students who lose eligibility to previous years, student achievement on state assessments.

Performance Objective 3: Together with the Instructional Coaches, faculty will focus on quality first time instruction and assessment of the standards leading to student success on EOC exams. Teachers will be trained in Seidlitz instructional strategies.

> **Evaluation Data Sources:** Teacher created lessons and assessments, DLA benchmarks
> and EOC results.

Performance Objective 4: Faculty and staff will collaborate with the Instructional Coordinator, Counselors and Assistant Principal for Student Support to design and implement accelerated learning plans for students who failed portions of the 8th grade STAAR test or EOC tests. Instructional Coaches will create and implement accelerated learning opportunities to provide retesters with the opportunity to be successful.

> **Evaluation Data Sources:** Common Assessments, benchmarks, Assessment Department reports, data available in Aware. Performance on EOC assessments.

Performance Objective 5: System Safeguards - Special Education Case Managers will develop plans for their students, who are at risk of not graduating, to ensure their successful completion of high school. These plans may be incorporated into the students' IEPs.

> **Evaluation Data Sources:** Progress reports, report cards, Case Manager updates. Annual ARD and monitoring credits earned each semester.

Performance Objective 6: System Safeguards - Individualized Learning Plans will be developed for all Current and Monitored ELL students. Reading will be the area of emphasis but achievement in all academic subjects will also be addressed.

> **Evaluation Data Sources:** ELL student performance on DLA's, teacher assessments, progress reports and report cards. LEP student performance on EOC assessments

Performance Objective 7: The percent of Katy High School students who achieve the CCMR target will increase from 81% to 82% by July 2023.

> **HB3 Goal**

Goal 2: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: KHS will increase the effectiveness of school to parent/community communication by improving and standardizing teacher Canvas pages, as well as increasing the number and quality of social media accounts that are run by staff members. In addition, eNews and Canvas messages will be used on a regular basis to disseminate information to students and families.

Evaluation Data Sources: Monitoring of Canvas pages, eNews, Twitter and other social media publications. End of year review.

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Implement and refine school safety procedures and an ICS system to insure adult and student safety during emergency or crisis events.

Evaluation Data Sources: Campus Safety Plan. Results of drills and table top activities. Summative reports.

Performance Objective 2: Increase the usage of SpeakUP and Crime Stoppers and other strategies that will reduce the incidence of illegal or dangerous behavior among students.

Evaluation Data Sources: Quantitative data from Crime Stoppers and reductions in disciplinary incidents related to higher level offenses. Cumulative data from leading indicators.

Performance Objective 3: Campus supervision will be increased in hallways, restrooms and locker rooms.

Evaluation Data Sources: Student Climate Survey, student behavior data

Performance Objective 4: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 4: All learning environments will foster engagement by integrating personalized learning experiences.

Goal 5: Students will receive information about violence prevention and intervention on campus

Performance Objective 1: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: Discipline referral data, bullying investigations

Performance Objective 2: Routine safety drills, including lockdown drills.

Evaluation Data Sources: Student Climate Survey, training records

Katy Junior High Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized and focused learning experiences.

Performance Objective 1: HB3- By June 2023, 90% of Katy Junior High students taking the STAAR Reading, Math, Social Studies and Science will achieve the minimum expectation. In addition, each student group will increase their meets and masters percentages by 10%.

Evaluation Data Sources: At the end of the year we will use STAAR Reading, Math, Social Studies and Science scores for all student groups.

Performance Objective 2: Individual student needs will be met through continuous collaboration regarding student progress and adjustments needed to be made using MTSS (Multi Tiered Systems of Support).

Evaluation Data Sources: At the end of the year, we will use the overall student performance in each course, as well as STAAR results in Reading, Math, Social Studies and Science scores for all student groups.

Performance Objective 3: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Katy JH will continue to support the emotional well-being of all our learning community.

Performance Objective 1: Character Strong Committee will collaborate and develop program implementation, through Rotating ISP, to ensure teachers are providing instruction to classes with fidelity.

High Priority

Evaluation Data Sources: Meeting agendas and emails are documentation of shared communication and collaboration.

Performance Objective 2: Develop and implement campus procedures for capturing and documenting student social and emotional needs that need support through MTSS.   An emphasis on following district procedures for Critical Incidents and supporting students through return to school plans, support from our counselors and LSSP, and overall Positive Behavior Supports will be used. An emphasis and focus on awareness and response to the "whole" child, not just academics, will be addressed through conversations about students.

Evaluation Data Sources: BHIP reports, CIR reports, BTA reports

Summative Evaluation: Met Objective

Performance Objective 3: Information on violence prevention and bullying prevention will be provided to parents, students and teachers through campus newsletters, on announcements and through opportunities for parent education through district parenting events.

Evaluation Data Sources: Newsletters, parent surveys

Kilpatrick Elementary Performance Objectives

Goal 1: All learning environments within Kilpatrick Elementary will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Kilpatrick Elementary ESOL teachers and paraprofessional will support identified students in all grade levels in order to facilitate academic progress as demonstrated on TELPAS and STAAR. The ESOL inclusion model will be maintained in all grade levels.

Performance Objective 2: Kilpatrick Elementary math teachers in grades K-5th will utilize and implement the features provided by EnVision and DreamBox math programs in daily instruction and to support Daily Guided Small Group Math structure.

Performance Objective 3: Kilpatrick Elementary reading teachers will utilize Fountas and Pinnell Benchmark Assessment System in grades K-5th to support reading instruction in the Reading Workshop model.

Performance Objective 4: High Student Achievement:
*100% of OKE students in grade 3, 4, and 5 will meet the student achievement target score (approaches grade level) as indicated in Domain I on all tests taken, and in each sub-population. 50% of OKE students in grade 3, 4, and 5 will exceed the student achievement target score (meets or masters grade level) on all tests taken.
*85% of OKE students will meet or exceed the progress measure as indicated in Domain II, and 40% will exceed the progress measure.
*70% of OKE students will close performance gaps as indicated in Index III.
*80% of OKE students will achieve Post-Secondary Readiness as indicated in Domain IV.
*OKE will rank in the top 25% of comparable schools.
Writing performance levels will increase in approaches/ meets/ masters for all students.

> **High Priority**
>
> **Evaluation Data Sources:** STAAR Accountability Rating
>
> **Summative Evaluation:** Significant progress made toward meeting Objective

Performance Objective 5: HB3: The percent of Kilpatrick Elementary students who achieve meets and above in Math will increase from 80% to 93% in 2023.

> **High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR Scores, 2022-2023 Accountability Ratings, DLAs, Common Assessments, DreamBox Predictor,

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 6: HB3: The percent of Kilpatrick Elementary students who achieve meets and above in Reading will increase from 82% to 89% in 2023.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Scores, 2022-2023 Accountability Scores, Common Assessments, DLAs, TPRI, Kinder Entry Assessment (Texas KEA), Fountas & Pinnell

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 7: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments.

Summative Evaluation: Met Objective

Goal 2: Kilpatrick Elementary will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Kilpatrick Elementary will continue to provide academic intervention to students in need throughout the school day without disrupting class time.

Evaluation Data Sources: Continued practice of academic intervention during Koalaty Time.

Performance Objective 2: All OKE teachers will be ESL certified within one (1) year of their hire date.

Evaluation Data Sources: Evidence of ESL certifications.

Summative Evaluation: Met Objective

Performance Objective 3: OKE teachers will attend monthly PDR (Professional Development Rotation) sessions with the Instructional Coaches per the school calendar.

HB3 Goal

Evaluation Data Sources: Sign in sheets for attendance, master schedule

Performance Objective 4: OKE teacher will attend Common Planning Tuesdays with the Instructional Coaches per the school calendar.

Evaluation Data Sources: Evidence of calendar for Common Planning Tuesdays under the leadership of the Instructional Coaches.

Summative Evaluation: Exceeded Objective

Goal 3: Kilpatrick Elementary will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: Kilpatrick Elementary will enhance curriculum instruction in all classrooms by bringing in new technology for the students to access. Kilpatrick Elementary will continue to work towards 1:1 ratio of technology devices in all classrooms.

Evaluation Data Sources: Additional Chromebooks and iPads.

Performance Objective 2: All teachers in every content will have daily access to the Literacy Library which houses teacher resources, student leveled readers, and professional books.

Evaluation Data Sources: Additional resources.

Summative Evaluation: Met Objective

Goal 4: Kilpatrick Elementary will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Kilpatrick Elementary will continue to support local businesses and maintain/increase partnerships.

Evaluation Data Sources: Spirit Nights on the calendar, attendance of staff and community at Spirit Nights

Summative Evaluation: Met Objective

Performance Objective 2: Kilpatrick Elementary will support parents in their efforts to continue to encourage their children to be responsible and independent problem solvers by offering Parent Love & Logic sessions throughout the year.

Evaluation Data Sources: L & L classes on district calendar at OKE for parents. Attendance at classes.

Summative Evaluation: Met Objective

Performance Objective 3: Kilpatrick Elementary will continue to engage parents and keep them up to date on their child's learning, as well as keep them abreast of ways to support our curriculum by hosting educational nights during the school year.

Evaluation Data Sources: Log of parent conferences (Virtual) , Calendar of Parent Orientation Night (Virtual), and various other events pending CV 19 statues.

Summative Evaluation: Met Objective

Performance Objective 4: Kilpatrick Elementary will reach out to parents and keep them up to date on pertinent school and district information via alternative communication sites and maintain visibility in the community through at least one social media platform-Twitter

Evaluation Data Sources: OKE Twitter feed, Outback Outlook, Enews, Remind.

Goal 5: Kilpatrick Elementary will actively support the emotional well-being of all learners.

Performance Objective 1: Kilpatrick Elementary staff will continue to train and provide professional development using the Love and Logic program in an effort to increase positive relationships and decrease negative behavior.

Evaluation Data Sources: Attendance at L & L sessions at beginning of the year Professional Development, Learning Meetings.

Summative Evaluation: Met Objective

Performance Objective 2: Kilpatrick Elementary teachers and counselor will continue to support Anti-Bullying efforts by encouraging students to have positive peer relationships and by teaching them alternatives. All OKE students will receive guidance and/or character lessonsAd from their teacher or school counselor at least 4 times per year that focus on responsible behavior, self-esteem, and respect for others.

Evaluation Data Sources: Addition of PurposeFull People lessons, Red Ribbon Week,

Summative Evaluation: Exceeded Objective

Performance Objective 3: Kilpatrick Elementary will continue to promote programs that bring positive male role models to our campus.

Evaluation Data Sources: Attendance of our Watch Dog Dads, 2 x 2 readers.

Summative Evaluation: Exceeded Objective

Performance Objective 4: Kilpatrick Elementary staff will implement Positive Behavioral Interventions & Supports (PBIS) Framework in an effort to increase positive classroom management, prevent/decrease problem behavior and supporting students' social, emotional and behavioral needs through positive interactions and building relationships.

High Priority

Evaluation Data Sources: Learning Meetings by PBIS Team, counselor lessons, Morning Meetings.

Summative Evaluation: Met Objective

Performance Objective 5: OKE will keep all stakeholders (parents, students, and teachers) informed on violence prevention and bullying prevention.

Evaluation Data Sources: Guidance lessons, morning meetings, Learning Meetings, guest speakers, enews.

Summative Evaluation: Met Objective

King Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Increase overall student performance on Reading STAAR to 90% during the 22-23 school year.

    Evaluation Data Sources: 2023 STAAR Scores; STAAR Accountability

    Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: Increase student performance on Math STAAR to 90% during the 22-23 school year for all students.

    Evaluation Data Sources: 2023 STAAR Scores; STAAR Accountability

    Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: Increase student performance on Science STAAR during the 22-23 school year.

    Evaluation Data Sources: 2023 STAAR Scores

    Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 4: SI: 100% of staff members will increase focus on T-TESS Dimension 2.4 (differentiate instruction, align methods and techniques to diverse student needs in small groups) and improve instruction as evident by reaching or maintaining the highest level of implementation on our campus rubric.

    HB3 Goal

    Evaluation Data Sources: T-TESS report data, Campus rubrics data

    Summative Evaluation: Met Objective

Performance Objective 5: The percent of King Elementary 3rd grade students who achieve Meets and above in Reading will increase from 57% to 58% by July 2023.

    Evaluation Data Sources: 3rd Grade STAAR Scores; STAAR Accountability

    Summative Evaluation: Met Objective

Performance Objective 6: The percent of King Elementary 3rd grade students who achieve Meets and above in Math will increase from 33% to 48% by

July 2023.

HB3 Goal

Evaluation Data Sources: 3rd Grade STAAR Scores; STAAR Accountability

Summative Evaluation: Met Objective

Performance Objective 7: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Allocate resources to facilitate quality learning experiences and a positive work environment

Summative Evaluation: Met Objective

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Develop meaningful, effective, aligned assessments that inspire and inform students and educators toward continuous improvement. Teachers will participate in Data Digs and Vertical Conversations.

Summative Evaluation: Met Objective

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: Secure and sustain current and next generation digital content and tools for all stakeholders.

Summative Evaluation: Met Objective

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Attract and support high quality staff members to optimize their impact on student learning and create a culture of staff

retention.

Summative Evaluation: Met Objective

Goal 6: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Maintain practices and procedures to ensure a safe and orderly environment in which to learn and work.

Summative Evaluation: Met Objective

Goal 7: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Utilize strategies, processes, and activities to involve all stakeholders in a collaborative environment for decision-making

Summative Evaluation: Met Objective

Performance Objective 2: Provide opportunities to enhance the partnership among students, parents, staff and community members.

Summative Evaluation: Met Objective

Performance Objective 3: ESF: 90% of Campus Instructional Leaders (Principal, Assistant Principals, Instructional Coordinator, Instructional Coaches, Counselor, Team Leaders) will model and implement campus designed roles and responsibilities.

Summative Evaluation: Met Objective

Leonard Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: ESF- 80% of Leonard Elementary teachers in 3rd-5th grade will be proficient at designing and implementing quality small group lessons utilizing the campus- designed small group lesson template.

    Evaluation Data Sources: Small group walkthrough rubric data

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Allthough goal met, continue the goal for the 2023-2024 to address new staff and staff needing improvement.

Performance Objective 2: All students and each sub-population will meet the federal accountability target rates for reading at the meets level.

    High Priority

    Evaluation Data Sources: 2023 Reading STAAR Data

    Summative Evaluation: Some progress made toward meeting Objective

    Next Year's Recommendation: Continue for the 2023-2024 school year pending STAAR data/accountability data release.

Performance Objective 3: HB3-The percent of Leonard students in 3rd grade who achieve meets or above in reading will increase from 57% to 58% by July 2023.

    HB3 Goal

    Evaluation Data Sources: Annual STAAR Reading Data

    Summative Evaluation: Some progress made toward meeting Objective

    Next Year's Recommendation: Continue for the 2023-2024 school year pending STAAR data/accountability data release.

Performance Objective 4: All students and each sub-population will meet the federal accountability target rates for math at the meets level.

    High Priority

    Evaluation Data Sources: 2023 Math STAAR Data

    Summative Evaluation: Some progress made toward meeting Objective

    Next Year's Recommendation: Continue for the 2023-2024 school year pending STAAR data/accountability data release.

Performance Objective 5: HB3-The percent of Leonard students in 3rd grade who achieve meets or above in math will increase from 37% to 38% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** Annual STAAR Reading Data
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue for the 2023-2024 school year pending STAAR data/accountability data release.

Performance Objective 6: English Learners will score at or above the federal accountability rate of 29% in reading and 40% in math.

> **High Priority**
>
> **Evaluation Data Sources:** STAAR Reading and Math
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue for the 2023-2024 school year pending STAAR data/accountability data release.

Performance Objective 7: By May 2023, 100% of at-risk students in Tier 2 and 3 will have specific and effective plans for intervention through collaboration with the MTSS committee.

> **High Priority**
>
> **Evaluation Data Sources:** End of year MTSS reports for Tier 2 and Tier 3 at-risk students.
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Continue goal for the following year to meet the needs of all at-risk students.

Performance Objective 8: Increase the number of students scoring at health fitness zones, as measured on Fitness Gram, to contribute to optimal health.

> **Evaluation Data Sources:** Fitness Gram, Class Observations, Formative and Summative fitness skill assessments
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue to increase the number students scoring at health fitness zones to promote a healthy lifestyle.

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Leonard Elementary staff and students will exhibit behaviors and attributes that contribute to an engaging, caring learning

environment.

Evaluation Data Sources: Leonard discipline referrals will decrease by 10%.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue practices that promote and engaging, caring learning environment to postively affect the school climate and culture.

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Leonard Elementary staff will work in collaborative teams and utilize data to make informed decisions about instruction to increase performance in all subjects.

Evaluation Data Sources: 2023 STAAR

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue for the 2023-2024 school year pending STAAR data/accountability data release.

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: Leonard Elementary will promote student engagement during instruction and maximize student learning with the use of integrated technology.

Evaluation Data Sources: Bright Bytes Survey, Lesson Plans, Connect Learner Participation

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue with the performance objective to increase studetn use of integrated technology.

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Leonard Elementary will maintain a culture and climate that retains high quality teachers by increasing staff engagement and morale.

Evaluation Data Sources: Staff Retention

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue performance objective to retain teachers and build climate.

Goal 6: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: The faculty and staff of Leonard Elementary will work collaboratively with parents and the community to continue to have a safe, supportive and positive learning environment that will promote high academic achievement for all students.

Evaluation Data Sources: 5% Increase of volunteer hours

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to increase volunteer hours

Goal 7: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Leonard Elementary will build a positive school culture in which all students and staff show respect, problem solve, are on task, take responsibility and spread kindness.

Evaluation Data Sources: Discipline Referrals, Stakeholder Surveys

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to build a positive climate and culture; rebuild PBIS

Mayde Creek Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percent of Mayde Creek Elementary 3rd grade students who achieve Meets or above in Math will increase from 21% to 27% by July 2023.

HB3 Goal

Evaluation Data Sources: All at-risk students will show growth on DLA's from the previous school year and performing at the Meets level or above on STAAR. Dream Box data will be used to review growth.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: All at-risk students will show growth on DLA's from the previous school year and performing at the Meets level or above on STAAR. Dream Box data will be used to review growth.

Performance Objective 2: HB3: The percent of Mayde Creek Elementary 3rd grade students who achieve Meets or above in Reading will increase from 50% to 51% by July 2023.

HB3 Goal

Evaluation Data Sources: All students and specifically at-risk students will show growth on TEK's from the previous school year as well as previous assessments. 2022-23 Accountability Ratings. Teachers will use Fountas & Pinnell Benchmark Assessment System, running records, and Campus Based Assessments to document growth.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: All students and specifically at-risk students will show growth on TEK's from the previous school year as well as previous assessments. 2022-23 Accountability Ratings. Teachers will use Fountas & Pinnell Benchmark Assessment System, running records, and Campus Based Assessments to document growth.

Performance Objective 3: The percentage of all fifth grade Mayde Creek Elementary students who achieve Meets and above in Science will increase from 40% to 60% by May 2023.

High Priority

Evaluation Data Sources: The students and specifically at-risk will show growth on DLA's from the previous school year and perform at the Meets level or above on STAAR. Campus-Based Assessment data will be tracked and reviewed.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: The students and specifically at-risk will show growth on DLA's from the previous school year and perform at the Meets level or above

on STAAR. Campus-Based Assessment data will be tracked and reviewed.

Performance Objective 4: HB4545: At-risk students in 3rd and 4th grade who do not meet state testing requirements in reading and/or math, will have the opportunity to attend one of two different sessions of a 2-week Summer Learning Academy.

High Priority

Evaluation Data Sources: Student progress will be tracked through estar. Students will participate in 3O hours of either reading or math instruction prior to the start of the 23-24 school year as measured by required HB4545 documentation.

Next Year's Recommendation: Student progress will be tracked through estar. Students will participate in 3O hours of either reading or math instruction prior to the start of the 23-24 school year as measured by required HB4545 documentation.

Performance Objective 5: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Fitness Gram, Class Observation, Formative and Summative fitness skill assessments

Performance Objective 6: ESF: 80% of Mayde Creek Elementary K-5 teachers will be proficient at designing and implementing quality lessons utilizing the grade level designed lesson template evidenced by data collected through the campus walkthrough forms.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: ESF: 80% of Mayde Creek Elementary K-5 teachers will be proficient at designing and implementing quality lessons utilizing the grade level designed lesson template evidenced by data collected through the campus walkthrough forms.

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: By June 2023, Mayde Creek Elementary teachers will analyze and utilize data a minimum of four times throughout the school year from 2022 STAAR data, DLA's, F&P, DreamBox, and CBA's to design quality first line instruction and create targeted small groups.

Evaluation Data Sources: DLA, Common Assessments, STAAR, small groups based on TEK and standard

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: DLA, Common Assessments, STAAR, small groups based on TEK and standard

Goal 3: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: By June 2022, Mayde Creek Elementary will increase parent and community involvement by 20% through offering a variety of activities and events that support student learning.

Evaluation Data Sources: surveys, feedback and communication, via email or letters regarding customer service and volunteer hours

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: By June 2024, Mayde Creek Elementary will increase parent and community involvement by 30% through offering a variety of activities and events that support student learning.

Goal 4: Katy ISD will actively support the emotional and behavioral well-being of all learners.

Performance Objective 1: By June 2023, Mayde Creek will decrease the number of discipline referrals by 40% from the prior school year.

Evaluation Data Sources: Monthly and End of year discipline reports.

Next Year's Recommendation: By June 2024, Mayde Creek will decrease the number of discipline referrals by 45% from the prior school year.

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: By June 2023, Mayde Creek Elementary staff will participate in a minimum of ten targeted professional development sessions that are prescriptive.

Evaluation Data Sources: Sign in sheets indicating the date that the training was provided. Follow up walk through by instructional coaches and administrators indicating evidence of the training provided.   The increase in students scores of formal and informal assessments.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Sign in sheets indicating the date that the training was provided. Follow up walk through by instructional coaches and administrators indicating evidence of the training provided.   The increase in students scores of formal and informal assessments.

Performance Objective 2: Outside consultants will provide professional development in the areas of reading and math, giving MCE teachers instructional support. Donna Boucher, an experienced Math Coach and consultant, will be invited to come deliver customized professional development multiple times through the year. Donna and the ICs will review student data and teacher need to plan each session.

High Priority

Evaluation Data Sources: Sign-in sheets indicating the date that the training was provided. Follow-up walk-through by instructional coaches and administrators indicating evidence of the training provided.   The increase in students' scores on formal and informal assessments.

Mayde Creek High School Performance Objectives

Goal 1: All learning environments will work to close the learning loss gap by integrating personalized learning experiences.

Performance Objective 1: By June 2023, Mayde Creek High School will improve SpEd and LEP passing percentages in order to close the achievement gap between these populations and the general student population.

Evaluation Data Sources: 2023 EOC Scores

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 2: By June 2023, Mayde Creek High School will improve student performance in English I.

Evaluation Data Sources: 2023 EOC Scores

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Contiune

Performance Objective 3: By June 2023, Mayde Creek High School will improve student performance in Algebra I.

Evaluation Data Sources: 2023 EOC Scores

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: continue

Performance Objective 4: By June 2023, Mayde Creek High School will increase the students achieving Meets & Masters Grade Level performance standard in English I, English II, Algebra I, Biology, and US History.

Evaluation Data Sources: 2023 EOC Scores

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 5: The percent of Mayde Creek High School students who achieve the CCMR target will increase from 59% to 62% by July 2023.

HB3 Goal

Evaluation Data Sources: CCMR data reports

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 6: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: continue to follow federal guidelines and expectations

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Mayde Creek High School will reduce the number of students who fall behind their cohort group for the 2022-2023 school year.

Evaluation Data Sources: attendance plans, RTI, failure rate reports, intervention participation

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to be a focus

Performance Objective 2: Mayde Creek High School will continue to implement School-wide PBIS and decrease discipline referrals by 5% by the end of the 2022-23 school year.

Evaluation Data Sources: PEIMS data, Ram Rewards data

Summative Evaluation: No progress made toward meeting Objective

Next Year's Recommendation: Continue to be a focus

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: PLTs will work collaboratively with Instructional Coaches and administration with aligned protocols to make data-informed decisions regarding student achievement.

Evaluation Data Sources: PLT minutes and Instructional Coach input.

Summative Evaluation: Some progress made toward meeting Objective

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: Mayde Creek High School will increase the percentage of teachers providing instruction through digital content to meet the needs of all students.

Evaluation Data Sources: Canvas analytics

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue 23-24 Canvas expectations

Performance Objective 2: Mayde Creek High School will increase the number of grants written in 2022-2023 in order to acquire funding for needed technology and equipment to support instructional goals.

Evaluation Data Sources: Number of grants funded at the end of 2022-23 school year.

Summative Evaluation: No progress made toward meeting Objective

Next Year's Recommendation: Continue to push for grants to be submitted

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Mayde Creek High School staff will participate in targeted Professional Development in order to meet student and staff needs in the 2022-23 school year.

Evaluation Data Sources: Eduphoria rosters of professional development, New Teacher Mentor program participation, lab school cohort participation

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: Mayde Creek High School will support and retain quality staff by focusing on climate and culture.

Evaluation Data Sources: Staff Ram Rewards, implementation of Character Strong program, staff surveys

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Goal 6: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage

the entire community.

Performance Objective 1: Mayde Creek High School volunteers will increase the opportunities for stakeholders to engage with the campus by the end of the 2022-2023 school year.

Evaluation Data Sources: Open House analytics, Ram Camp participation, Remind analytics, Smore analytics, Canvas analytics, PTSA membership, Booster Club membership

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 2: Mayde Creek High School will increase the number of opportunities for community to engage in the learning process.

Evaluation Data Sources: Number of parent meetings held, number of people signed up for Remind accounts, Twitter activity using the #Maydeforthis

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Goal 7: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Mayde Creek High School will actively implement district protocols to ensure emotional needs of students are met.

Evaluation Data Sources: Visits with counseling staff, participation in the Character Strong program,

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: continue

Performance Objective 2: Mayde Creek will implement district standards for violence prevention and mitigation. Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: SpeakUp tip analytics, BHIP tile submissions, campus violent discipline data.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 3: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Mayde Creek Junior High Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: At least 90% of all students taking the Math , Reading, Science and Social Studies STAAR will achieve the minimum expectation. Identified At Risk students will receive appropriate intervention/remediation.

> **High Priority**
>
> **Evaluation Data Sources:** Campus Based Assessments
> STAAR Data
> DLA Data

Performance Objective 2: The percentage of students scoring "meets" on the Reading, Math, Science and Social Studies STAAR identified as economically disadvantaged and EL will increase by at least 3%.

> **Evaluation Data Sources:** STAAR scores
> Campus Based Assessments
> DLA Data

Performance Objective 3: The campus will establish structures that support a collaborative, flexible, safe, and respectful learning environment

> **High Priority**
>
> **Evaluation Data Sources:** Audits conducted by The Office of Emergency Management and Katy ISD Police Department
> Drill Reports

Performance Objective 4: Increase the number of students scoring at health fitness zones, as measured on Fitness Gram, to contribute to optimal health

> **Evaluation Data Sources:** FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Support student's character development and social-emotional learning.

> **High Priority**
>
> **Evaluation Data Sources:** Completion of Character Strong Lessons
> Mentor Program

Performance Objective 2: Provide proactive supports to promote positive behavior.

HB3 Goal

Evaluation Data Sources: Discipline Data
Observations
Student Participation in the PBIS Store

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Mayde Creek Junior High teacher retention will increase by implementing systems to increase staff interaction and administrative support.

High Priority

Evaluation Data Sources: Increased staff retention in the 2021-2022 school year.
Staff Surveys

Goal 4: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Mayde Creek Junior High will promote increased parent/community involvement by offering a variety of activities/events that support student learning.

Evaluation Data Sources: Increased community events, volunteer hours and surveys will be collected throughout the school year to determine the effectiveness of Mayde Creek Junior High/PTSA efforts.

Goal 5: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Teachers will collaboratively create at least 2 common based assessments per 6 weeks for each content area.

Evaluation Data Sources: Common Based Assessments created to be aligned with the TEKS and entered into AWARE.

Mcdonald Junior High Performance Objectives

Goal 1: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Increase our ELL students STAAR math scores in the meets category by 10% by May 2023.

High Priority

Evaluation Data Sources: Staar testing data, longitudinal data information , DLA scores

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: Increase our overall in both 8th grade Social Studies STAAR and Science STAAR in the meets category by 10% by May 2023.

Evaluation Data Sources: Targeted imporvement on assessments.

Summative Evaluation: Some progress made toward meeting Objective

Goal 2: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: MDJH will continue to recruit highly-qualified teachers and will provide on-going job-embedded professional development to support teachers grow professionally.

Evaluation Data Sources: Teacher retention data, survey data and improvement in student achievement.

Summative Evaluation: Met Objective

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: All staff will use PBIS Rewards app to foster positive behavior with students by giving a minimum of 500 points a grading period.

High Priority

Evaluation Data Sources: Reports in PBIS Rewards system, discipline data, observation

Summative Evaluation: Met Objective

Performance Objective 2: Increase awareness of student mental health concerns for all staff.

High Priority

Evaluation Data Sources: Increase student self-advocacy and reduced discipline referrals

Summative Evaluation: Some progress made toward meeting Objective

Goal 4: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percent of students in all special programs scoring at each of the Approaches, Meets, and Masters Grade Level on STAAR will increase over the previous year.

High Priority

Evaluation Data Sources: STAAR reports from TEA and assessment vendor(s)

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: Increase the number of students scoring health fitness zones, as measured on Fitness Gram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, class observation, formative and summative fitness skill assessments

Summative Evaluation: Met Objective

Performance Objective 3: To increase our overall student performance on STAAR by 6% by May 2023.

Evaluation Data Sources: STAAR reports from TEA and assessment vendor(s)

Summative Evaluation: Some progress made toward meeting Objective

Goal 5: Katy ISD will develop intentional strategic partnerships which will capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Increase community outreach by 25%.

High Priority

Evaluation Data Sources: Compare 2021-2022 community events to 2022-2023.

Summative Evaluation: Met Objective

McElwain Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Increase the achievement of all students by increasing Domain 1, Student Achievement, by at least 10 points.

    High Priority

    HB3 Goal

    Evaluation Data Sources: STAAR data for all student groups and special populations to determine if a minimum of one year's growth was made.

Performance Objective 2: PMCE will work to close gaps among all sub-populations, ensuring that all groups meet the state-defined Domain 3 targets by the end of the 2022-2023 school year.

    HB3 Goal

    Evaluation Data Sources: STAAR data, 2023 State Accountability report

Performance Objective 3: HB3: The percent of McElwain Elementary 3rd grade students who achieve Meets or above in Math will increase from 21% to 27% by July 2023.

    HB3 Goal

    Evaluation Data Sources: STAAR Data, 2023 Accountability Report

Performance Objective 4: HB3: The percent of McElwain Elementary 3rd grade students who achieve Meets or above in Reading will increase from 55% to 57% by July 2023.

    HB3 Goal

    Evaluation Data Sources: STAAR Data, 2023 Accountability Report

Performance Objective 5: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

    Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Performance Objective 6: ESF: 80% of 2nd-5th grade teachers will develop and implement differentiated small group lessons weekly by the end of the school year.

Evaluation Data Sources: STAAR Data, 2023 Accountability Report

Summative Evaluation: Met Objective

Goal 2: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: McElwain Elementary will maximize community engagement to benefit the student body and impact student learning and academic achievement.

Evaluation Data Sources: Increase attendance at events and increase engagement opportunities

Summative Evaluation: Met Objective

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Training will be provided for teachers and activities utilized with students related to character development.

Evaluation Data Sources: lesson plans, PBIS and PurposeFULL People committee meetings

Summative Evaluation: Met Objective

Performance Objective 2: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: Campus eNews Communication, faculty meetings, counselor lessons

Goal 4: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: McElwain Elementary staff will show at least an 8 rating on the categories of "Culture Fit" and "School Management" in Satchel-Pulse surveys.

Evaluation Data Sources: Satchel-Pulse survey results

Summative Evaluation: Significant progress made toward meeting Objective

McMeans Junior High Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: McMeans Junior High Math teachers will develop systems where customized resources will ensure equity in response to the needs of a growing district and rapidly changing demographics.

    Evaluation Data Sources: 1) Students will complete at least 3 lessons in Imagine Math per six weeks period.
2) Teachers and Instructional Coach will prepare lesson pathways prior to each six-week period.
3) Students will complete benchmark assessments, at the beginning of the year, mid-point of the year, end of the year in order to see growth.

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Personalize student learning

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Students at McMeans at each grade level will progress at least 2 levels (on a 1-10 scale) over the course of the year in writing proficiency.

    Evaluation Data Sources: Evaluation will be conducted through writing activities, benchmarks, formative assessments, and end of year summative assessments.

    Summative Evaluation: Significant progress made toward meeting Objective

    Next Year's Recommendation: Continue writing training and practice

Performance Objective 2: All science teachers will create and implement at least one assessment per semester using critical writing components such as CERs so students can demonstrate mastery of scientific vocabulary and science concepts on STAAR by increasing our Approaches Grade Level percentage by 1 point (a 96%).

    Evaluation Data Sources: Evaluation will be conducted through writing activities, benchmarks, formative assessments, and end of year summative assessments.

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Have teachers more involved with the student learning of science concepts.

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: McMeans Junior High ELA teachers will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all students.

Evaluation Data Sources: 1) Students have at least 2 pieces of writing uploaded into Bulb throughout the year (at least 1 per semester).
2) Students will utilize the online textbook at least once per ELA unit.
3) Lesson Plans specify defined instructional strategies using technology at least 3 times per ELA unit.
4) Student electronic products and presentations

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to increase the use of writing in the classroom.

Performance Objective 2: The teachers will develop a performance-based assessment that will display students' talent and growth in the performing arts.

The teachers will give the students multiple opportunities to showcase their projects and work for art and CTE classes that will allow the community to be inspired by their work.

Conferences with students, teachers, and parents will continue as each student grows in each program.

Students will be graded on personal growth and improvement throughout the year keeping differentiation in mind for each student.

Teachers will use rubrics for projects and performances for grading throughout the year.

Evaluation Data Sources: Grade averages and confidence in presentations.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Staff retention

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: McMeans Junior High Counseling Department will have students participate in the Character Strong Program which helps our students develop relationship skills, responsible decision-making, self-awareness, and good character. In addition, the counselors will form a Mental Health Alliance group on our campus to provide awareness and resources on a variety of mental health topics to help our school and community.

Evaluation Data Sources: Advisory lesson attendance, feedback from staff, parents, and students

Summative Evaluation: Met Objective

Next Year's Recommendation: Character Strong will continue next year as a district directive.

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Individualize student health

McRoberts Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: ESF Annual Goal - By focusing on student progress, along with formative and summative data, 83% of McRoberts teachers will be able to address student needs via effective reteaching and small group instruction. The desired outcome is each grade level will submit their system of formative assessment, conduct consistent data meetings, and differentiate instruction for various student groups with a specific focus on our SPED population.

    Evaluation Data Sources: Each grade level will submit their system of formative assessment, data binders, and differentiate instruction for various student groups with a specific focus on our SPED population.

    Next Year's Recommendation: Due to large number of new staff we will continue this Goal next year

Performance Objective 2: Every Student at PME will demonstrate at least one year's growth in Reading, as measured by Fountas and Pinnell Benchmark Assessment System.

    Evaluation Data Sources: Fountas and Pinnell Benchmark Assessment System, running records

    Summative Evaluation: Significant progress made toward meeting Objective

    Next Year's Recommendation: Update this goal with Amira

Performance Objective 3: The percent of McRoberts Elementary 3rd grade students who achieve Meets and above in 3rd Grade STAAR Reading will increase from 62% to 63% by July 2023.

    HB3 Goal

    Evaluation Data Sources: STAAR Reading

    Summative Evaluation: Significant progress made toward meeting Objective

    Next Year's Recommendation: Continue goal and focus on using DLA, CBA and Interim STAAR data to track progress

Performance Objective 4: On the Spring 2023 STAAR Reading/Language Arts assessments, 84% of students will score at the approaches level and 64% at meets or above

    Evaluation Data Sources: STAAR RLA Assessment

    Summative Evaluation: Some progress made toward meeting Objective

    Next Year's Recommendation: Based on STAAR Interim results we were close to meeting these numbers. We will update the information once official STAAR results

are released

Performance Objective 5: The percent of McRoberts Elementary 3rd Grade students who achieve Meets and above in Math will increase from 54% to 64% by July 2023.

HB3 Goal

Evaluation Data Sources: STAAR Math

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Based on STAAR Interim results we were close to meeting these numbers. We will update the information once official STAAR results are released

Performance Objective 6: On the Spring 2023 STAAR Science assessment, 85% of 5th Grade students will score at the approaches level and 58% at meets or above.

Evaluation Data Sources: STAAR Science

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Based on STAAR Interim results we were close to meeting these numbers. We will update the information once official STAAR results are released

Performance Objective 7: The campus leadership team will continue to support PLCs in effective collaborative planning, increasing opportunities for students to use critical thinking skills, data analysis, and the development of reteach and intervention plans during weekly planning cycles

Evaluation Data Sources: Aware, Campus Learning Walk form, T-TESS observations/walkthroughs.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 8: Students needing additional intervention, including HB4545 hours, will be offered support during the summer through a campus based summer school program

Evaluation Data Sources: STAAR, student participation

Summative Evaluation: Met Objective

Next Year's Recommendation: We will host out summer BootCamp this summer and will continue to offer this int he future.

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Teachers will utilize data from formative and summative assessments to inform instructional decisions for both whole group and small group instruction. At least two summative assessments in each content area will be developed by teachers per grading period.

> **Evaluation Data Sources:** CBA, DLA, Dreambox
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** We will continue to offer common summative assessments among teams.

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

> **Performance Objective 1:** 100% of teachers will score at the proficient level or higher on Domain IV of T-TESS or similar domain on an alternate instrument.
>
> > **Evaluation Data Sources:** Increase in teacher retention and student achievement
> >
> > **Summative Evaluation:** Met Objective
> >
> > **Next Year's Recommendation:** We will continue to hire and support quality teachers at McROberts Elementary.

Goal 4: Katy ISD will actively support the emotional well-being of all learners.

> **Performance Objective 1:** Decrease the number of discipline incidents by 10%.
>
> > **Evaluation Data Sources:** Discipline Data
> >
> > **Summative Evaluation:** Some progress made toward meeting Objective
> >
> > **Next Year's Recommendation:** We will continue to work on decreasing the number of discipline incidents next year.

> **Performance Objective 2:** McRoberts will create a safe environment for all staff, students, and campus visitors.
>
> > **Evaluation Data Sources:** Completion of mandatory drills
> >
> > **Summative Evaluation:** Met Objective
> >
> > **Next Year's Recommendation:** We will continue this goal.

Goal 5: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

> **Performance Objective 1:** McRoberts Elementary will increase the percentage of parents engaged in school activities/events by 10% during the

2022-2023 school year.

Evaluation Data Sources: Surveys, Volunteer Hours, Calendar of Events

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We hosted many parent events this year that were well attended. We will continue to improve the communication about how opur parents can become more involved on campus and support their student's learning.

McRoberts Elementary - TIP Performance Objectives

Goal 1 - (Sept – Nov)

Goal 2 - (Dec – Feb)

Goal 3 - (Mar – May)

Goal 4 - (Jun – Aug)

Memorial Parkway Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: ESF: 85% of content teachers in K-5 will increase at least one level on the campus blueprint monitoring tool by May 2023.

    Evaluation Data Sources: Classroom observations, instructional admin walkthroughs

    Summative Evaluation: Exceeded Objective

    Next Year's Recommendation: Continue with blueprint monitoring tool - add campus culture

Performance Objective 2: HB3: The percent of Memorial Parkway Elementary 3rd grade students who achieve Meets and above in Math will increase from 40% to 41% by July 2023.

    High Priority

    HB3 Goal

    Evaluation Data Sources: STAAR Results

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Increase the percentage from 41 to 45%

Performance Objective 3: HB3: The percent of Memorial Parkway Elementary 3rd grade students who achieve Meets and above in Reading will increase from 51% to 58% by July 2023.

    High Priority

    HB3 Goal

    Evaluation Data Sources: STAAR Results

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Increase percentage from 58 to 60%

Performance Objective 4: The percent of Memorial Parkway Elementary students who achieve Meets and above in Science will increase by 5% by June 2023.

    Evaluation Data Sources: STAAR Results

Summative Evaluation: Met Objective

Next Year's Recommendation: Raise expectations for STAAR student achievement and growth

Performance Objective 5: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Exceeded Objective

Goal 2: Katy ISD will develop purposeful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: MPE teachers will utilize rigorous TEK based assessments to demonstrate student mastery of TEKS.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue to have ICs oversee the TEKS alignment with new curriculum and new TEKS.

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: MPE students will become well-rounded students that exhibit behaviors and attitudes that contribute to an engaging, caring learning environment.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Implement the Ron Clark House System to grow the inviting learning environment.

Performance Objective 2: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with increased communication regarding violence and bullying prevention.

Goal 4: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Administration will attend leadership conferences to learn about recruiting, retaining, and supporting highly qualified and effective teachers. Administration will create a plan to support returning and supporting new teachers.

Evaluation Data Sources: conference agenda

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue regular PD to support staff. All admin should attend at least one conference.

Goal 5: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: MPE will continue to expand the digital one-to-one initiative in order to increase student knowledge and skills in technology.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: District is recommending a 1:1 initiative. Continue to purchase laptop carts to make charging easier on teachers. Continue attendance at TCEA conferences.

Goal 6: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Increase parental involvement on campus and number of volunteers by 25% to support campus programs.

Evaluation Data Sources: Number of parents in attendance at events

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue Multicultural, STREAM, and Art nights for 23-24 . Continue to communicate and advertise parental involvement. Increase the number of PTA programs.

Performance Objective 2: Increase parental participation in school-wide events and parent-teacher conferences by 45%.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue to increase parental involvement. Remove parent-teacher conferences as a requirement, hold more opportunities for parental engagement

Memorial Parkway Junior High Performance Objectives

Goal 1: All learning environments will contain proven instructional strategies/principles that directly relate to increased student achievement

    Performance Objective 1: STAAR scores for tested subjects will exceed their percentage from 2022.

        High Priority

        Evaluation Data Sources: lesson plans, PLC minutes, student scores

        Next Year's Recommendation: Continue to focus on grow of all students

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

    Performance Objective 1: ESSER and Hold Harmless funds will be targeted to address equity concerns and to assist staff in meeting the needs of changing
demographics.

        High Priority

        Evaluation Data Sources: ESSER and HH budgets

        Next Year's Recommendation: Allocate some funds for PD related to first teach and intervention focus for growth.

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

    Performance Objective 1: The campus will develop a targeted professional learning plan designed to address unfinished learning needs and to increase educator expertise in all content areas.

        Evaluation Data Sources: Survey feedback from professional learning sessions

        Next Year's Recommendation: Utilize PLC Academy strategies to use data to create assessments aligned to TEKS.

Goal 4: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Parents will be encouraged to engage with the campus for academic and behavioral/emotional resources for their children.

    Evaluation Data Sources: Attendance at Events

    Next Year's Recommendation: Plan innovate ways to involve parents in school related activities, especially those that usually don't engage.

Goal 5: Katy ISD will actively support the emotional well-being of all learners.

    Performance Objective 1: Staff and students will have the resources and implement strategies to assist one another.

    Next Year's Recommendation: Counselors will work to create new and innovative ways to support students emotionally.

    Performance Objective 2: Increase the number of students participating in the campus Coordinated Health Program

    Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Miller Career & Technology Center Performance Objectives

Morton Ranch Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: ESF Annual Goal: Close any gaps in three content areas (ELAR, Math, Science) among all student subpopulations and the defined state and federal targets.

> **High Priority**
>
> **Evaluation Data Sources:** Campus Based Assessments, District Learning Assessments, STAAR testing,, Accountability Report
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue

Performance Objective 2: ESF 90 Day Goal: By October 31, 2022, 80% of MRE teachers will regularly produce effective lesson plans that include: I Can statements, TEKS-based objectives, evidence of differentiation, and multiple weekly exit tickets.

> **Evaluation Data Sources:** Lesson plans in Google team drives, discussions during team planning sessions
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Discontinue; new principal will choose focus areas

Performance Objective 3: ESF 90 Day Goal: By January 31, 2023, 80% of MRE teachers will regularly produce effective lesson plans that include: I Can statements, TEKS-based objectives, evidence of differentiation, multiple weekly exit tickets, Mini-Lesson plans, and Work Station plans.

> **Evaluation Data Sources:** Lesson plans in Google team drives, discussions during team planning sessions
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Adjust, redefine lesson plan expectations; focus on fewer things at once.

Performance Objective 4: ESF 90 Day Goal: By April 29, 2023, 80% of MRE teachers will demonstrate proficiency using quality questioning in their classrooms, providing rigorous and differentiated experiences for students.

> **Evaluation Data Sources:** Classroom observations and walk-throughs, coaching cycle notes and data
>
> **Summative Evaluation:** No progress made toward meeting Objective
>
> **Next Year's Recommendation:** Discontinue; prioritize other focus areas.

Performance Objective 5: The percent of students demonstrating Meets or Exceeds Progress levels on STAAR Reading and STAAR Math and Meets Expectations on 5th Grade Science will increase by 10% for each subject, as compared to the 2022 progress measures.

> **Evaluation Data Sources:** STAAR Data, Accountability Report
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue; adjust percentage expectations after August, when STAAR results arrive.

Performance Objective 6: HB3:   The percent of MRE 3rd Grade students who achieve Meets or Above in Math will increase from 49% to 50% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR results
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue to seek incremental gains, as required by the state

Performance Objective 7: HB3:   The percent of MRE 3rd Grade students who achieve Meets or Above in Reading will increase from 57% to 58% by July 2024.

> **Evaluation Data Sources:** STAAR results
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue incremental increases, as required by state.

Performance Objective 8: Increase the number of students participating in the campus Coordinated Health Program.

> **Evaluation Data Sources:** FitnessGram, Class Observations, Formative and Summative fitness skill assessments
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Continue (compliance requirement)

Goal 2: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Increase parent and family engagement by 10% annually by offering a variety of activities and events supporting the whole child.

> **Evaluation Data Sources:** Parent sign in sheets, # of parents volunteer hours, Parent survey

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue, until we have 100% of our families engaged!

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Provide students and staff a safe environment in which to grow, work, and learn.

Evaluation Data Sources: District safety audit (passing score)

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue.

Goal 4: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: MRE Leadership team will collaborate to interview and select high quality teaching candidates for hire.

Evaluation Data Sources: Talent Ed requisitions, new hire credentials

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue until fully staffed with zero turnover!

Performance Objective 2: Teachers are informed of the English language proficiency levels of the English learners in their classrooms, and Professional Learning Communities actively utilize the ELPS to provide meaningful opportunities for ELs to develop social and academic English proficiency in listening, speaking, reading, and writing.

Evaluation Data Sources: Team Planning agendas, lesson plan reviews

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue, required annually.

Morton Ranch Elementary - TIP Performance Objectives

Goal 1 - (Sept – Nov)

Goal 2 - (Dec – Feb)

Goal 3 - (Mar – May)

Goal 4 - (Jun – Aug)

Morton Ranch High School Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: ESF: MRHS will implement a monitoring tool using the ESF structure with all Algebra I Teachers focused on Student Discourse
resulting in 45% of first-time testers scoring at meets grade level or above on the EOC in May 2023.

    Evaluation Data Sources: Algebra I scores
    ESF Monitoring Tool

Performance Objective 2: The percent of High School students who achieve the CCMR target will increase from 51% to 63% by July 2023.

    HB3 Goal

    Evaluation Data Sources: State Accountability

Goal 2: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: MRHS will implement the e-hall pass system, student ID expectations and structures, and cell phone expectations and structures in order to increase student safety and student achievement.

    Evaluation Data Sources: E-hall pass data
    Student ID data

Morton Ranch Junior High Performance Objectives

Goal 1: Goal 1: Improve Math STAAR Scores

    Performance Objective 1: By June 2024, 70% of our campus will reach at least Approaches and at least

Goal 2: Improve Reading STAAR Scores

Goal 3: Improve discipline with positive incentives

    Performance Objective 1: Increase compliance with Katy ISD and MRJH Code of Conduct and Discipline and decrease the percentage of student infractions.

Goal 4: Support our Emergent Bilingual population

Goal 5: All learning environments will foster engagement by integrating personalized learning experiences.

    Performance Objective 1: The District will exceed state and national (where applicable) standards/averages for all student groups in student achievement and progress.

        Evaluation Data Sources: Assessment results for each of the identified assessments will be compared with longitudinal historical results in addition to state and national data to measure increases.

    Performance Objective 2: The percent of students in all special programs scoring at each of the Approaches, Meets, and Masters Grade Level on STAAR will increase over the previous year.

        Evaluation Data Sources: STAAR reports from TEA and assessment vendor(s)

    Performance Objective 3: The percent of Katy ISD High School students who achieve the CCMR target will increase to 79% by July 2023.

        HB3 Goal

        Evaluation Data Sources: 2021 Accountability data

Performance Objective 4: The percent of Katy ISD Elementary 3rd grade students who achieve Meets or above in Reading will increase to 67% by July 2023.

HB3 Goal

Evaluation Data Sources: 2023 Accountability data

Performance Objective 5: The percent of Katy ISD Elementary 3rd grade students who achieve Meets or above in Math will increase to 65% by July 2023.

HB3 Goal

Evaluation Data Sources: 2023 Accountability data

Performance Objective 6: KISD will expand CTE and dual credit opportunities for students.

HB3 Goal

Evaluation Data Sources: Course completion and AP Exam success

Performance Objective 7: The District will create a district literacy framework, aligned with the TEKS and Science of Reading, that will outline the district's literacy vision, beliefs, and instructional practices as well as serve as a guide for literacy curriculum, instruction, and materials decisions.

Evaluation Data Sources: Review of materials

Morton Ranch Junior High - TIP Performance Objectives

Goal 1 - (Sept – Nov)

Goal 2 - (Dec – Feb)

Goal 3 - (Mar – May)

Goal 4 - (Jun – Aug)

Nottingham Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By April 2022, 85% of NCE teachers will increase/grow one tier on the campus monitoring tool focusing on Level 5 of the Effective Schools Framework: Effective Instruction

    Evaluation Data Sources: Campus Monitoring tool, Campus Based Assessments, and Interim Assessments.

    Summative Evaluation: Exceeded Objective

Performance Objective 2: By May of 2022, 100% of classroom, resource and academic support teachers will utilize various data sets to plan for and teach daily small groups, reflected in Forethought (KISD Lesson Plan Management system).

    Evaluation Data Sources: Forethought Lesson Plans, Learning Walk Monitoring tool Checklist, Observation of Data binders being used in planning

    Summative Evaluation: Exceeded Objective

Performance Objective 3: HB 3- The percent of Nottingham Country Elementary 3rd grade students who achieve Meets and above in Reading (according to STAAR data) will increase from 63% to 64% by July 2023.

    HB3 Goal

    Evaluation Data Sources: STAAR data

    Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 4: HB 3 -The percent of Nottingham Country Elementary 3rd grade students who achieve Meets and above in Math (according to STAAR data) will increase from 53% to 61% by July 2023.

    HB3 Goal

    Evaluation Data Sources: STAAR data, DreamBox data, Reflex data

    Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 5: By May 2023, NCE will Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

    Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: The percentage of ESL students who improve by at least one level of English Proficiency according to TELPAS will increase from 67% to 72%

Evaluation Data Sources: TELPAS data

Summative Evaluation: Some progress made toward meeting Objective

Goal 3: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: In conjunction with the NCE PTA the campus will establish a system for ensuring that families of all cultural and linguistic backgrounds feel welcome and comfortable on campus.

Evaluation Data Sources: This performance objective will be met if there is an increase in a more culturally diverse volunteer base.

Summative Evaluation: Met Objective

Goal 4: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: During the 2022-2023 school year, teachers will provide opportunities for students to build meaningful relationships, positive classroom community/school culture, support social-emotional skills, and personal character utilizing a variety of strategies including impmementing the House System as well as Purposeful People and daily community circles

Evaluation Data Sources: Evidence of Community Circles/Morning Meetings, and results of student perceptions survey, PurposeFull People Implementation evaluation, feedback regarding House System

Summative Evaluation: Exceeded Objective

Performance Objective 2: During the 2022-2023 school year, Nottingham Country Elementary will utilize preventive strategies (e.g., PBIS, CHAMPS, community circles, school wide social emotional learning programs - PurposeFull People, referral to district parent education programs) and tiered levels of identification and intervention (e.g., SpeakUp app, Bullying Investigation procedures, threat assessment documents, behavioral collaboratives through MTSS, small group and individual counseling) to monitor, assist, and reduce the number of students who exhibit harmful behaviors toward self and others.

Evaluation Data Sources: Data collected via the KISD Behavior Threat Assessment Team, MTSS records, Bullying Investigations data.

Summative Evaluation: Met Objective

Performance Objective 3: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: Copies of communication to parents, students and teachers

Summative Evaluation: Exceeded Objective

Paetow High School Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Student data and work samples will be analyzed and reviewed by staff through a continual planning for learning process including weekly PLC meetings as well as Leadership Team and Administrative meetings.

> **Evaluation Data Sources:** STAAR 8th grade and EOC scores; formative classroom assessments; DLA data; AP Insight; work samples

Performance Objective 2: Provide a personalized learning environment during the school day via a 30-minute Advisory time period in which students will have the opportunity to make positive and impactful choices for increasing academic achievement, completing HB4545 tutorials, and planning for their post-secondary future.

> **Evaluation Data Sources:** Tutorial attendance; Lunch and Learn attendance; P-SOAR attendance; post-secondary assessment (such as the ASVAB)

Performance Objective 3: HB3--We will move from 62% to 63% of students attaining credit for CCMR preparedness by promoting programs and tracking participation.

> **HB3 Goal**

> **Evaluation Data Sources:** Data will be collected and tracked from students taking college prep exams, AP courses and AP tests, those earning Dual Credit, those earning industry certification exams, those taking TSIA exams, and enrollment in career and technical education (CTE) including computer science.

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Through multiple levels of planning with various groups, we continually assess and prioritize the needs of the school to effectively shift human and material capital to areas of highest need.

> **Evaluation Data Sources:** Fiscal reports; assessment data; behavioral data; community input

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Teachers will focus on planning for learning and depth of knowledge, in order to create assessments which gauge gaps in learning and be able to adjust before first teach.

Evaluation Data Sources: Lesson Roadmaps; PLC dates; Lesson Plans; Student Assessment Data

Performance Objective 2: Students will review their own data in order to determine strengths and needs.

Evaluation Data Sources: Common assessments; state assessment data in preparation for retake

Goal 4: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Staff induction and continual discussion promotes efficient and effective operations and strong campus culture.

Evaluation Data Sources: Staff surveys; Summer Seminar induction meetings; PHS Staff Notebook in OneNote for all staff to access

Goal 5: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Provide multiple individualized outlets throughout the day and outside of the day so students ask and receive assistance when needed.

Evaluation Data Sources: club listings and attendance; tutorial attendance; AP Ambassadors anecdotal notes

Performance Objective 2: PHS continuously revising the roles of our Social Worker and Dropout Prevention Coordinator on our campus full-time as a part of a Student Support Team (SST).

Evaluation Data Sources: Weekly counseling department meetings; Kid Chat meetings twice per month with SST & Admin; RTI Tier 2&3 data points

Goal 6: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Maintain current avenues and systems and create new avenues and systems for volunteerism across the campus to include fine arts, athletics and general campus events.

Evaluation Data Sources: Volunteer hours, meeting minutes from various volunteer groups (ex: Athletics Booster Club, PTSA, etc.)

Pattison Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percent of Pattison Elementary 3rd grade students who achieve Meets and Above in Reading will increase from 81% to 83% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** 2023 STAAR Reading Meets Grade Level Standard or Above scores
> Demographic data will be reviewed after each assessment.
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue for next year

Performance Objective 2: The percentage of Pattison Elementary 3rd grade students who achieve Meets and Above in Math will increase from 77% to 86% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** 2023 STAAR Math Meets Grade Level Standard or Above scores
> Demographic data will be reviewed after each assessment.
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue for next year

Performance Objective 3: Increase the effectiveness of Extended Learning Time (ELT) in the master schedule by having targeted small group instruction 90% of the time.

> **Evaluation Data Sources:** Coordinated grade level plans for ELT and ESL instruction
>   2023 STAAR scores
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Continue targeted small group instruction

Performance Objective 4: Increase the number of students participating in the campus Coordinated Health Program

> **Evaluation Data Sources:** Class Observation, Formative and Summative fitness skill assessments
>
> **Summative Evaluation:** Met Objective

Next Year's Recommendation: Continue next year

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Increase the effectiveness of campus-based assessments (CBA) and formative assessments by having 100% of content area teachers involved in the development, implementation, and evaluation of them.

Evaluation Data Sources: AWARE, CBA , and student data, grade level content PLCs, Lesson plans

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue refining CBA's and formative assessments

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Utilize the school-wide CHAMPS/PBIS positive discipline program to prevent violence and decrease discipline referrals by 5%

Evaluation Data Sources: Decrease in student discipline referrals

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue using CHAMPS/PBIS

Performance Objective 2: Refine the Purposeful People/ Character Strong initiative into Community Circles in all grade level classrooms to decrease off task behaviors and discipline referrals during the school day by 5%.

Evaluation Data Sources: Decrease in student discipline referrals by 5%.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue Community Circles

Performance Objective 3: Review and comply with all safety and security audit recommendations

Evaluation Data Sources: Safety documentation

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue audits

Performance Objective 4: Increase volunteer participation and attendance at parent/community events by 3%.

Evaluation Data Sources: Volunteer hours and event registrations

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue promoting parent/community events

Raines Academy Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

    Performance Objective 1: All students at Raines Academy will experience personalized learning to have a minimum graduation rate of 90%.

      Evaluation Data Sources: Graduation Rate as calculated by an internal data source.

Goal 2: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

    Performance Objective 1: Raines Academy will create a new teacher support system to retain at least 80% of staff for the 2023-2024 school year.

      Evaluation Data Sources: Internal reports that track resignations, retirements, etc.

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

    Performance Objective 1: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

      Evaluation Data Sources: Assistant Principals

Randolph Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By May of 2023, the number of students who achieve masters on STAAR will increase by 5% in 3rd grade math and reading, 4th grade reading and 5th grade math and science.

> **Evaluation Data Sources:** CBAs
> DLAs
> STAAR Assessments
>
> **Summative Evaluation:** Met Objective

Performance Objective 2: By May 2022, 50% of 4th and 5th grade students in the special education program will achieve the targeted growth measure in reading.

> **Evaluation Data Sources:** STAAR, CBAs
>
> **Summative Evaluation:** Some progress made toward meeting Objective

Performance Objective 3: By May of 2023, the percentage of English language learners who achieve Meets and above in reading will increase by from 79% to 84%.

> **Evaluation Data Sources:** 2022 and 2023 STAAR scores for English language learners in reading
>
> **Summative Evaluation:** Significant progress made toward meeting Objective

Performance Objective 4: HB3 - The percentage of Randolph Elementary 3rd grade students who achieve Meets or above in Reading will increase from 80% to 82% by July of 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** 3rd Grade STAAR assessments; Interims; CBAs
>
> **Summative Evaluation:** Met Objective

Performance Objective 5: HB3 - The percentage of Randolph Elementary 3rd grade students who achieve Meets or above in Math will increase from 75% to 91% by July of 2023.

> **HB3 Goal**

Evaluation Data Sources: 3rd Grade STAAR assessments; Interims; CBAs

Summative Evaluation: Met Objective

Performance Objective 6: Increase the number of students scoring at health fitness zones, as measure on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observations, Formative and Summative fitness skills assessments.

Summative Evaluation: Significant progress made toward meeting Objective

Goal 2: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: PBIS will be implemented in all common areas of the school and all classrooms. Examples include the hallways and the cafeteria.

Evaluation Data Sources: 1: Observation of PBIS strategies and expectations being implemented in the building.
2: Discipline Data from the Principal's Dashboard

Summative Evaluation: Met Objective

Performance Objective 2: Tribes strategies/PurposeFull People lessons will be utilized in every classroom to encourage a sense of inclusion and community in the classroom and school.

Evaluation Data Sources: Classroom observations

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: Teachers will use knowledge and strategies regarding trauma informed classrooms to address the social-emotional needs of students. The learner will define trauma and explore the impact of trauma on student learning and behavior. The learner will understand how to recognize and respond to trauma in students. Learner will be given strategies to utilize in the classroom to foster a more safe and supportive learning environment.

Evaluation Data Sources: 1. Observation of trauma informed strategies being implemented in the building.
2. Discipline Data from the Principal's Dashboard.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 4: The number of students that do not report bullying and safety concerns on the Speak Up App. will decrease by 5%.

Evaluation Data Sources: 1). Student Safety and Bullying Survey
2). Speak Up App.

Summative Evaluation: Met Objective

Goal 3: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Parent engagement activities will be provided to parents/guardians of emergent bilingual students that is supplemental to the services provided to all parents.

Evaluation Data Sources: Event held

Summative Evaluation: Met Objective

Performance Objective 2: Family engagement (parent and child together) activities for families of emergent bilingual students (English learners) that is supplemental to the services provided to all families.

Evaluation Data Sources: Event held

Summative Evaluation: Met Objective

Performance Objective 3: Families of students who attend JRE will have the opportunity to participate in content focused community events held at the school.

Evaluation Data Sources: Event Held

Summative Evaluation: Met Objective

Goal 4: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: JRE will be staffed with highly effective, ESL certified teachers.

Evaluation Data Sources: Staff certification records

Summative Evaluation: Significant progress made toward meeting Objective

Goal 5: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Rhoads Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: 76% of all students taking the end of year Math STAAR will meet the minimum expectation.
81% of all students taking the end of year Reading/Language Arts STAAR will meet the minimum expectation.
72% of tested students taking the end of year Science STAAR will meet the minimum expectation.
Identified students At Risk and all students with identified need will receive appropriate intervention.

> **Evaluation Data Sources:** End of year STAAR scores in all student groups will be used to determine if the performance objective was met.

Performance Objective 2: The percent of Rhoads Elementary 3rd grade students who achieve Meets and above in Math on the 2023 STAAR Assessment will increase from 31% to 43% by July 2023. 2023 HB3 Goal.

> **HB3 Goal**

> **Evaluation Data Sources:** End of year STAAR scores for 3rd grade Math.

Performance Objective 3: The percent of Rhoads Elementary 3rd grade students who achieve Meets and above in Reading on the 2023 STAAR Assessment will increase from 34% to 46% by July 2023. 2023 HB3 Goal.

> **HB3 Goal**

> **Evaluation Data Sources:** End of year STAAR scores for 3rd grade ELAR.

Performance Objective 4: Rhoads Elementary will Increase in the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

> **Evaluation Data Sources:** FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Teachers will collaboratively create at least two common assessments each nine-week grading period for each content area.

> **Evaluation Data Sources:** DLA, Common assessments, STAAR and Small Group Sticky Anecdotal Notes.

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: 100% of the RES instructional staff will score Developing or above in Dimension 4.3 (Professional Development) of the Texas Teacher Evaluation and Support System (T-TESS). Instructional staff not evaluated by the T-TESS will score the equivalent on their appropriate Alternative Instruments.

    Evaluation Data Sources: Summative T-TESS and Alternative Instruments

Goal 4: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

    Performance Objective 1: Rhoads Elementary will promote increasing parent and community involvement by offering a variety of events and activities that support and showcase student learning.

        Evaluation Data Sources: Increased community events. Increased number of volunteer hours. Targeted survey data collected throughout the year that helps clarify the effectiveness of RES and RES volunteering hours.

Goal 5: Katy ISD will actively support the emotional well-being of all learners.

    Performance Objective 1: The number of discipline incidents will reduce by 5% from the 2021-22 school year.

        Evaluation Data Sources: Discipline Data Summative Evaluation:

Robertson Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percentage of Robertson Elementary students to meet the passing standard of approaching grade level will be 90% or higher on all STAAR assessments and in each students group.

Evaluation Data Sources: 2021 STAAR Data

Summative Evaluation: Met Objective

Performance Objective 2: HB3: The percent of Robertson Elementary 4th grade students who achieve Meets and above in Math will increase from 57% to 60% by July 2023.

Evaluation Data Sources: 2023 STAAR Data
CBA and DLA Data

Summative Evaluation: Met Objective

Performance Objective 3: HB3: The percent of Robertson Elementary 4th grade students who achieve Meets and above in Reading will increase from 61% to 69% by July 2023.

Evaluation Data Sources: 2023 STAAR Data
CBA and DLA Data

Summative Evaluation: Met Objective

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Robertson Elementary will use a collaborative model for decision making in regards to improvement for safety, security and a positive learning environment.

Evaluation Data Sources: PBIS Data, Discipline Data, Survey Data

Summative Evaluation: Met Objective

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Robertson Elementary teachers will work in high performing teams to meet the needs of all students.

Evaluation Data Sources: Lesson plans, Planning Agendas, Assessment Data, STAAR Data

Summative Evaluation: Met Objective

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: Robertson Elementary will promote student engagement during instruction with the use of integrated technology.

Evaluation Data Sources: Bright Bytes Survey and Lesson Plans

Summative Evaluation: Met Objective

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Robertson Elementary will provide a supportive environment for staff members and promote continued professional growth.

Evaluation Data Sources: Staff Survey Data

Goal 6: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: The faculty and staff of Robertson Elementary will work collaboratively with parents and the community to establish and maintain a safe, supportive and positive learning environment that will promote high achievement for all students.

Evaluation Data Sources: PTA Membership, Survey Data, Family Event Attendance

Goal 7: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Robertson Elementary will build a positive culture through implementation of our PBIS acronym "BARK" and PurposeFull People curriculum.

Evaluation Data Sources: PBIS Committee Data

Summative Evaluation: Met Objective

Next Year's Recommendation: We will continue to use Purpose-FULL people and Character Strong education to address SEL needs.

Performance Objective 2: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Rylander Elementary Performance Objectives

Goal 1: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Rylander Elementary teachers and staff will promote social-emotional learning in all students.

Next Year's Recommendation: Continue with supporting the whole child.

Performance Objective 2: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Rylander Elementary teachers will create and administer assessments aligned with instruction to determine student mastery and learning needs.

Next Year's Recommendation: Next year the CBAs will be developed using a frequency tool from Lead4foward that addresses how frequent a questions appears on the assessment.

Goal 3: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Rylander Elementary will use campus and district resources to reduce the student to device ratio for technology and increase availability of instructional resources in the classroom for targeted instruction.

Next Year's Recommendation: Continue to make incorporate technology into all classrooms.

Goal 4: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Rylander Elementary teachers will provide targeted and personalized learning experiences for all students.

Performance Objective 2: The percent of Rylander Elementary 3rd grade students who achieve Meets and above in Reading will increase from 74% to 75% by July 2023.

HB3 Goal

Performance Objective 3: The percent of Rylander Elementary 3rd grade students who achieve Meets and above in Math will increase from 67% to 74% by July 2023.

HB3 Goal

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Rylander Elementary will actively recruit and retain a diverse faculty that more closely reflects the diverse student population.

Goal 6: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Rylander Elementary will seek out new business and community partnerships and expand existing ones to build relationships which will enhance our students' experiences through community engagement.

Schmalz Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percent of Schmalz Elementary 3rd grade students who achieve Meets or above in Math will increase from 34% to 40% by July 2023.

> **High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** Compare 2022 and 2023 STAAR data in Domains 1-3
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue for the 2023-2024 school year pending STAAR data/accountability data release.

Performance Objective 2: HB3: The percent of Schmalz Elementary 3rd grade students who achieve Meets or above in Reading will increase from 53% to 54% by July 2023.

> **High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** Compare 2022 and 2023 STAAR data in Domains 1-3
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue for the 2023-2024 school year pending STAAR data/accountability data release.

Performance Objective 3: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

> **High Priority**
>
> **Evaluation Data Sources:** Evaluation Data Sources
> FitnessGram, Class Observation, Formative and Summative fitness skill assessments
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** continue or modify for the 23-24 school year as needed

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Schmalz Elementary teachers will work collaboratively to create rigorous TEKS-based assessments using backward design.

Evaluation Data Sources: Common assessments, DLAs, teacher checkpoints

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: continue or modify for the 23-24school year as needed

Goal 3: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: The faculty and staff of Schmalz Elementary will work collaboratively with parents and the community to establish and maintain a safe, supportive, and positive learning environment that will promote high academic achievement for all students.

Evaluation Data Sources: campus surveys and feedback, event attendance, testing data, PBIS data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: continue or modify for the 23-24 school year as needed

Goal 4: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: All students, staff, and families will utilize research-based social-emotional learning strategies to maintain a positive learning and working environment. This includes violence and bullying prevention education.

High Priority

Evaluation Data Sources: monitor input into BHIP for bullying, data from office referrals

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: continue or modify for the 23-24 school year as needed

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: SES leadership team will work to retain high-quality staff for 2-3 consecutive years which will promote continuity of learning for staff and students.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: continue or modify for the 23-24 school year as needed

Schmalz Elementary - TIP Performance Objectives

Goal 1 - (Sept – Nov)

Performance Objective 1: 38

Root Cause: Implementation of small group instruction is critical for student success. By planning and implementing quality smal group instruction through the workshop model in Reading and Math, we will close gaps in instruction.

Desired 90-day Outcome: 100% of teachers across all grade-levels will be trained on and begin implementing the instructional monitoring tool, data collection sources, and targeted small group instruction.

District Actions: conduct regular meetings and follow up with SES leadership; assist and support with training of staff; monitor plan for efficiency and compliance

Did you achieve your 90 day outcome?: No

Why or why not?: teachers have been trained on data collection sources and targeted small group instruction, however we still need to create, train, and implement the benchmark instructional monitoring tool.

What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?	What specific action steps address these challenges?	How does this action step address this challenge?
teacher burnout, buy-in and understanding of the monitoring tool and data sources, learning gaps	Action Step 1	communication is critical to create buy-in, train staff, and combat burnout
teacher burnout, buy-in and understanding of the monitoring tool and data sources, learning gaps	Action Step 2	a clear, effective monitoring tool will limit burn-out and enhance teacher buy-in while supporting closing learning gaps
teacher burnout, buy-in and understanding of the monitoring tool and data sources, learning gaps	Action Step 3	professional learning and training is critical are necessary for supporting staff in understanding and implementation of data sources and instructional expectations

Goal 2 - (Dec – Feb)

Did you achieve your student performance data goals? Why or why not?: We really won't have a clear indication of this until official STAAR data has been released but we have seen a trend in the right direction with targeted students and student sub-populations. IC's have been crucial in filtering, evaluating, and presenting data to leadership and 3rd, 4th, and 5th grade teams.

Performance Objective 1: 38

Root Cause: Implementation of small group instruction is critical for student success. By planning and implementing quality smal group instruction through the workshop

model in Reading and Math, we will close gaps in instruction.

Desired 90-day Outcome: Campus leadership will create, implement, and monitor a revised instructional monitoring tool focused on targeted small-group instruction in 3rd, 4th, and 5th grade classrooms. 80% of 3rd, 4th, and 5th grade teachers will conduct targeted-small group instruction with associated student data collection.

District Actions: meet with campus leadership, provide timely feedback on needed adjustments or additions to the existing action steps; assist and support with training of staff; monitor plan for efficiency and compliance

Did you achieve your 90 day outcome?: No

Why or why not?: We were successful in creating, implementing, and monitoring our instructional monitoring tool with a focus on 3rd, 4th, and 5th; we are not yet at our 80% goal but have made significant progress compared to the beginning of the school year.

What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?	What specific action steps address these challenges?	How does this action step address this challenge?
teacher burnout, buy-in and understanding of the monitoring tool and data sources, learning gaps	Action Step 1, Action Step 6	communication is critical to create buy-in, train staff, and combat burnout; support from campus leadership with specific, targeted coaching is also critical to maintain morale, reinforce expectations, and support student growth
teacher burnout, buy-in and understanding of the monitoring tool and data sources, learning gaps	Action Step 2	a clear, effective monitoring tool will limit burn-out and enhance teacher buy-in while supporting closing learning gaps
teacher burnout, buy-in and understanding of the monitoring tool and data sources, learning gaps	Action Step 3	professional learning and training is critical are necessary for supporting staff in understanding and implementation of data sources and instructional expectations

Goal 3 - (Mar – May)

Performance Objective 1: 38

Root Cause: Implementation of small group instruction is critical for student success. By planning and implementing quality smal group instruction through the workshop model in Reading and Math, we will close gaps in instruction.

Desired 90-day Outcome: 80% of 3rd, 4th, and 5th classroom teachers will increase at least two levels in the instructional monitoring tool by the end of May 2023.

District Actions: assist and support campus leadership with ensuring compliance and meeting deadlines

What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?	What specific action steps address these challenges?	How does this action step address this challenge?
teacher burnout and reduced personal motivation/attitude; acceptance of narrowed focus for intervention and support	Action Step 1, Action Step 2, Action Step 3, Action Step 4, Action Step 5, Action Step 6	communication, monitoring, and feedback are critical to maintain buy-in and support morale, motivation, and attitude; data must drive all decisions and actions moving toward the end of the school-year

Goal 4 - (Jun – Aug)

Seven Lakes High School Performance Objectives

Goal 1: Effective and Efficient Operations
Resources are allocated in an efficient manner to facilitate quality learning experiences and a positive and effective work environment.

Performance Objective 1: SLHS will use its staff and resources to create an educational environment that is productive for all stakeholders.

Evaluation Data Sources: Budget analysis

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: By June 2023, department and campus leaders will implement a systematic prioritization process to align programs and priorities with available resources.

Evaluation Data Sources: Adopted budget

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: By May 2023, all campus and department leaders and instructional coaches will utilize data in various formats.

Evaluation Data Sources: Portals and data sets available, trainings offered/number of attendees, user surveys and user reports.

Performance Objective 2: Provide quality professional development designed to increase educator expertise when measuring learner skill acquisition.

Evaluation Data Sources: PD sessions

Performance Objective 3: SLHS will use a collaborative and data-driven approach in developing plans and programming.

Evaluation Data Sources: Surveys, programs

Performance Objective 4: SLHS teachers will analyze DLAs and Common assessments to increase student mastery of lesson objectives.

Evaluation Data Sources: student grades, and DLA scores

Performance Objective 5: All students will maintain, or show growth from prior year EOC. SLHS will successfully meet all indicators in all components of Domain III: Closing the Gaps

Evaluation Data Sources: STAAR

Performance Objective 6: The number of students completing a Dual Credit or Advanced Placement course will increase over the previous year.

Evaluation Data Sources: Course completion

Performance Objective 7: Establish structures that support a collaborative, flexible, safe, and respectful learning environment.

Evaluation Data Sources: discipline data

Performance Objective 8: By June 2023, 98% of students will pass English I STAAR EOC, Level II ; 98% of students will pass English II STAAR EOC. Mastering scores will be comparable to the percentage of students taking KAP courses.

Evaluation Data Sources: Classroom assessments, DLA, STAAR EOC

Performance Objective 9: By June 2023 98% of students will pass Algebra I STAAR EOC, Level II.

Evaluation Data Sources: Classroom Assessments, DLA, STAAR EOC

Performance Objective 10: By June 2023 97% of students will pass Biology STAAR EOC, Level II.

Evaluation Data Sources: DLA, STAAR EOC

Performance Objective 11: By June 2023 97% of students will pass US History STAAR EOC, Level II.

Evaluation Data Sources: DLA, STAAR EOC

Performance Objective 12: The percent of Seven Lakes High School students who achieve the CCMR target will increase from 91% to 94% by July 2023.

> **HB3 Goal**

Performance Objective 13: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all

stakeholders.

Performance Objective 1: Define and implement district and campus expectations for technology integration inside and outside the classroom

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: All campuses and departments will be 100% staffed with highly effective, certified (if applicable) personnel.
Evaluation Data Sources: Recruiting records, hiring timelines, and retention reports

Performance Objective 2: Refine a plan to provide high quality professional development that fosters growth and supports all teachers and staff.

Goal 6: Katy ISD will address flaws in the state finance and student assessment systems in order to regain local control.

Performance Objective 1: Develop a professional analysis of the student assessment and accountability systems to inform an action plan for the school board, administration and community to regain local control.
Evaluation Data Sources: Analysis completed

Goal 7: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: By May 2023, there will be an increase in opportunities to share information and gather input from parents and community members.
Evaluation Data Sources: Parent/community surveys and lists of new information-sharing activities.

Performance Objective 2: Replace Katy ISD school-business partnership program with an activity driven business and community partnership model that engages all stakeholders.
Evaluation Data Sources: New partnership program created

Performance Objective 3: Identify existing parent and community engagement programs at campuses and district level; and explore opportunities to involve a greater number of stakeholders on/at campuses that have lower engagement rates.

Performance Objective 4: Parents and community members are offered a wide range of activities that will engage them in the SLHS community of learners.

    Evaluation Data Sources: Surveys, meeting

Goal 8: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Seven Lakes Junior High Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percentage of ELL and Special Education students achieving "meets standard" on STAAR reading and math will increase by 10%

Evaluation Data Sources: Campus Based Assessments, DLA's, End of year STAAR report and accountability report.

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Department and grade level teams with assistance from Instructional Coaches will utilize multiple sources of data to plan for differentiated instruction during ELT (Extended Learning Time).

Evaluation Data Sources: PLC Minutes, Data discussions, planning sessions, ELT planning spreadsheet

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Seven Lakes Junior High will establish systems for teachers to feel connected to one another and to feel supported by administration and support personnel in order to retain teachers.

Evaluation Data Sources: Teacher retention rate

Goal 4: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Seven Lakes Junior High will identify topics of interest for parents and establish systems for educating parents on various topics.

Evaluation Data Sources: Parent Survey, Sign in sheets for meetings

Performance Objective 2: Seven Lakes Junior High will increase both staff and community participation at extra-curricular events.

Evaluation Data Sources: Attendance numbers for events for both staff and community members

Goal 5: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Seven Lakes Junior High will implement Character Strong or Harbor lessons weekly to proactively support emotional well-being of our students.

Evaluation Data Sources: Student Survey, Character Strong Lesson plans

Performance Objective 2: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Performance Objective 3: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Shafer Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percent of Shafer Elementary 3rd grade students who achieve Meets and above in Reading will increase to 80% by May 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR Test results
>
> **Summative Evaluation:** Met Objective

Performance Objective 2: The percent of Shafer Elementary 3rd grade students who achieve Meets and above in Math will increase to 84% by May 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR test results

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: During the 2022-2023 school year, Administration, instructional coaches, and special ed teachers will collaborate each week to review and monitor the progress of our Special Education students (by grade level). Interventions and instruction will be monitored and adjusted based on data.

> **High Priority**
>
> **Evaluation Data Sources:** During our meetings we will review:
> skill based grades, formative assessments, CBA, DLA's
> Behavior progress and/or needs
> special ed schedules
> ARD minutes
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Continue this goal

Performance Objective 2: Teachers will incorporate targeted, systematic, intervention during Extended Learning Time (Armor Hour)

High Priority

Evaluation Data Sources: Admin/IC walk throughs and Collaborative conference data

Summative Evaluation: Met Objective

Goal 3: Shafer Elementary will educate our community and students on the importance of technology safety.

Performance Objective 1: Shafer Elementary will continue to address Internet and Social Media awareness through Library Lessons and classroom teacher lessons and discussions with students.

Evaluation Data Sources: Structured library lessons will be delivered through our librarian to all grade levels. The lessons will be designed to address the needs of each specific grade level and be appropriate for the audience. Classroom teachers will discuss technology safety as students utilize technology in the classroom.

Summative Evaluation: Met Objective

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Goal 5: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Shafer Elementary will partner with our PTA to maximize our strengths, resources and talents to engage the entire community. We will partner with our PTA to bring new and innovative programs that will continue to emphasize the importance of community, a healthy lifestyle and academic success for all students.

Evaluation Data Sources: This year we will add a few additional programs that will address healthy lifestyles, and the importance of family and community. School and PTA programs attendance during the 2022-2023 school year.

Summative Evaluation: Met Objective

Goal 6: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Shafer students will exhibit behaviors and attitudes that contribute to an engaging and caring learning environment.

High Priority

Evaluation Data Sources: Engage student and teacher participation in the RCA Inspired House System that has been newly introduced at FPSE for the 22-23 school year. Also, we will continue increased use of PBIS strategies and supports along with continued use of Purposeful People social emotional learning curriculum.

Summative Evaluation: Met Objective

Performance Objective 2: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Stanley Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Stanley Elementary School will exceed all local, state, and federal standards on all 2023 STAAR tested areas.

Evaluation Data Sources: The percentage of Stanley Elementary students approaching grade level expectations on all areas of STAAR will increase from:

Reading- 96% in 2022 to 98% in 2023
Math- 94% in 2022 to 98% in 2023
Science- 94% in 2022 to 98% in 2023

60% of 3rd grade students will achieve mastery on the Reading STAAR in 2023.

60% of 3rd grade students will achieve mastery on the Math STAAR in 2023.

60% of 4th grade students will achieve mastery on the Math STAAR in 2023.

60% of 4th grade students will achieve mastery on the Reading STAAR in 2023.

75% of 5th grade students will achieve mastery on the Math STAAR in 2023.

50% of 5th grade students will achieve mastery on the Science STAAR in 2023.

70% of 5th grade students will achieve mastery on the Reading STAAR in 2023.

Performance Objective 2: The percent of Stanley Elementary 3rd grade students who achieve Meets and above in Math will increase from 77% to 89% by July 2023.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR

Performance Objective 3: The percent of Stanley Elementary 3rd grade students who achieve Meets and above in Reading will increase from 82% to 83% by July 2023.

High Priority

HB3 Goal

Performance Objective 4: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Stanley Elementary will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Stanley Elementary will use a collaborative and data-driven approach to ensure that all students attain a minimum of one year's growth, annually.

Evaluation Data Sources: Stanley teachers and staff will improve progress monitoring through use of a grade-level spreadsheet to determine individual student strengths and needs. Teachers will use the information to inform instructional decisions and ensure students are making academic progress.

Third through fifth grade teachers will monitor students' growth on each assessment, specifically tracking students who slide backward on assessments.

Stanley teachers and staff will participate in teacher-led Professional Learning Communities within their individual content areas in order to increase student learning as measured by a common, balanced assessment approach.

Goal 3: Stanley Elementary will develop intentional strategic partnerships which capitalize on the strengths, resources, and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Stanley Elementary will promote parent and community involvement that supports student learning.

Evaluation Data Sources: Participation of parents and community members in virtual and in-person school activities will average 75% of the school population.

Goal 4: Stanley Elementary will actively support the emotional well-being of all learners.

Performance Objective 1: Stanley Elementary students will exhibit behaviors and attitudes that contribute to an engaging and caring learning environment through the use of Purposeful People.

Evaluation Data Sources: Stanley Elementary will continue our campus house system and PurposeFull People to support social-emotional learning and character development with a goal to reduce the number of students with repeated discipline referrals.

Professional development will be provided in August to equip teachers with strategies to support students with behavior needs.

Performance Objective 2: Stanley Elementary teachers will undergo professional development in order to maximize student achievement for diverse learners.

Evaluation Data Sources: Stanley Elementary staff will identify at least one strategy from professional development to utilize in their classrooms to support the social/emotional and instructional needs of either their Gifted or EB learners.

Performance Objective 3: Information on violence prevention and bullying prevention will be provided to parents, students and teachers

Stephens Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3: The percent of Stephens Elementary students who achieve Meets and above in 3rd Grade STAAR Reading will increase from 58% to 59% by July 2023.

>**HB3 Goal**
>
>**Evaluation Data Sources:** STAAR Reading
>
>**Next Year's Recommendation:** Continue to monitor data and plan instruction accordingly.

Performance Objective 2: On the Spring 2023 STAAR Reading/Language Arts assessments, 81% of students will score at the approaches level and 57% at meets or above.

>**Evaluation Data Sources:** STAAR RLA Assessment
>
>**Next Year's Recommendation:** Continue to monitor data and plan instruction accordingly.

Performance Objective 3: HB3: The percent of Stephens Elementary students who achieve Meets and above in 3rd Grade STAAR Math will increase from 43% to 45% by July 2023.

>**HB3 Goal**
>
>**Evaluation Data Sources:** STAAR Math
>
>**Next Year's Recommendation:** Continue to monitor data and plan instruction accordingly.

Performance Objective 4: On the Spring 2023 STAAR Math assessments, 75% of students will score at the approaches level and 41% at meets or above.

>**Evaluation Data Sources:** STAAR Math
>
>**Next Year's Recommendation:** Continue to monitor data and plan instruction accordingly.

Performance Objective 5: On the Spring 2023 STAAR Science assessment, 61% of 5th Grade students will score at the approaches level and 30% at meets or above.

>**Evaluation Data Sources:** STAAR Science
>
>**Next Year's Recommendation:** Continue to monitor data and plan instruction accordingly.

Performance Objective 6: The campus leadership team will continue to support camps staff in PLCs to ensure effective collaborative planning, increased opportunities for students to use critical thinking skills, data analysis, and the development of reteach and intervention plans during weekly planning and Power Planning cycles.

   Evaluation Data Sources: Aware, Campus Learning Walk form, T-TESS observations/walkthroughs.

   Next Year's Recommendation: Continue to monitor data and plan instruction accordingly.

Performance Objective 7: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

   Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

   Next Year's Recommendation: Continue to monitor data and plan instruction accordingly.

Performance Objective 8: Students needing additional intervention, including HB4545 hours, will be offered support during the summer through a campus-based summer school program.

   High Priority

   Evaluation Data Sources: STAAR, student participation

   Next Year's Recommendation: Continue to monitor data and plan instruction accordingly.

Performance Objective 9: ESF: Data from campus learning walks will show teachers using higher-order questioning skills (open ended, multiple answers, justification) at least 70% of the time.

   Evaluation Data Sources: Campus learning walk form

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Teachers will utilize data from formative and summative assessments to inform instructional decisions for both whole group and small group instruction. At least two summative assessments in each content area will be developed by teachers per grading period.

   Evaluation Data Sources: DLA, Common Assessments, STAAR, Small Group anecdotal records

   Next Year's Recommendation: Staff will continue to modify and plan accordingly

Performance Objective 2: Teachers will develop criteria each grading period for students to track/monitor growth in order to promote a growth mindset with students.

Evaluation Data Sources: CBA, DLA, Study Island, Dreambox

Next Year's Recommendation: Staff will continue to modify and plan accordingly

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: 100% of teachers will score at the proficient level or higher on Domain IV of T-TESS or similar domain on an alternate instrument.

Evaluation Data Sources: End of Year Conferences

Goal 4: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Stephens Elementary will increase the percentage of parents engaged in school activities/events by 10% during the 2021-2022 school year.

Evaluation Data Sources: Surveys, Volunteer Hours, Calendar of Events

Goal 5: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Decrease the number of discipline incidents by 10%.

Evaluation Data Sources: Discipline Data

Performance Objective 2: Stephens will create a safe environment for all staff, students, and campus visitors.

Evaluation Data Sources: Completion of mandatory drills

Stockdick Junior High Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By December 2022, 100% of core content grade level collaborative teams will meet weekly to review data, model lessons and discuss best practices while using backwards design to plan for instruction.

High Priority

Evaluation Data Sources: Weekly collaborative team agendas, PLC Academy checklists, Assessments

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: By May 2023, 100% of grade levels will show growth in all content areas in the levels of approaches, meets, and masters on all assessments over the May 2022 STAAR results.

High Priority

Evaluation Data Sources: Disaggregated Interim data, CBA, and STAAR Scores

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: By November 2022, 100% of all content teachers will utilize two Fundamental 5 strategies, Critical Writing and Frequent Small Group Purposeful Talk, as detailed in their lesson plans at least 3 times per week.

High Priority

Evaluation Data Sources: Lesson plans, classroom admin walkthroughs and learning walks

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 4: By May 2023, SJH will see a 5% improvement in cardiovascular endurance to contribute to optimal health.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Some progress made toward meeting Objective

Goal 2: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: By May 2023, parental membership in the PTSA will increase by 5% over 2021-2022.

Evaluation Data Sources: PTSA Membership

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: By May 2023, SJH will partner with a Katy ISD Business Partner at least once per quarter to bridge the gap between the campus and the community.

Evaluation Data Sources: Campus Partnership logs

Performance Objective 3: By May 2023, SJH will achieve a score of at least 7 in the areas of 'Appreciation and Recognition' and 'Job Satisfaction' as reflected in the district's EOY Culture and Climate survey.

Evaluation Data Sources: Grade Level meetings, Collaborative team meetings, period feedback, CAT meetings, EOY surveys

Summative Evaluation: Met Objective

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: By May 2023, the number of cumulative office referrals across the grade levels will decrease by 2% each grading period through the use of the PBIS system and strategies learned from Capturing Kids' Hearts.

High Priority

Evaluation Data Sources: PBIS Data, Office Referrals Data

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: By May 2023, faculty and staff will utilize Capturing Kids' Hearts techniques to build relationships and increase student achievement therefore reducing the number of students failing 2 or more classes by 5% each consecutive grading period.

High Priority

Evaluation Data Sources: Marking Period Grades

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: By May 2023, students will report having trust in a teacher, counselor or administrator at SJH increasing their likelihood of reporting to either party by 5%, as noted in the end-of-year bullying report.

High Priority

Evaluation Data Sources: End-of-year bullying report

Summative Evaluation: Met Objective

Goal 4: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: By October 1, 2022, 100% of SJH teachers will develop an approved method to inform parents of student failure of a major grade and the method for reteaching and retesting.

High Priority

Evaluation Data Sources: Parent communication, number of students who appear for reteach and retest.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: By September 2022, 100% of teachers will build multi-level assessments in various formats throughout the year to meet the needs of various learners.

High Priority

Evaluation Data Sources: CBA scores, Assessments

Summative Evaluation: Met Objective

Performance Objective 3: By January 2023, all new question types will be introduced to students in a CBA.

High Priority

Evaluation Data Sources: CBA

Summative Evaluation: Met Objective

Sundown Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By June 2023 the percentage of all students who achieve Meets performance expectations in the STAAR reading, math, and science assessment will increase by 5%.

    High Priority

    Evaluation Data Sources: STAAR data
    District Learning Assessment Data
    Campus Based Assessment Data

    Next Year's Recommendation: Continue to raise the expectation for student performance on the STAAR RLA, Math and Science assessments in the Meets and Masters categories.

Performance Objective 2: HB3: The percent of Sundown Elementary third grade students who achieve Meets and above in reading will increase from 44% to 46% by July 2023.

    High Priority

    HB3 Goal

    Evaluation Data Sources: STAAR & DLA data, CBA data, Fountas and Pinnell data, TPRI/Tejas Lee data for 1st & 2nd grade, TX KEA data for Kinder

    Next Year's Recommendation: Continue to raise the expectation for third grade student performance at Meets or Masters in RLA on the STAAR assessment.

Performance Objective 3: HBE: The percent of Sundown Elementary third grade students who achieve Meets and above on the STAAR Math assessment will increase from 31% to 44% by July 2023.

    High Priority

    HB3 Goal

    Evaluation Data Sources: STAAR & DLA data, CBA data, Dreambox data

    Next Year's Recommendation: Continue to raise the expectation for third grade student performance at Meets or Masters in Math on the STAAR assessment.

Performance Objective 4: Teachers will integrate technology in their lessons with curriculum aligned activities to enhance learning and assess mastery of skills.

    Evaluation Data Sources: Classroom observations

Lesson plans

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to incorporate technology into lesson planning and delivery.

Performance Objective 5: Sundown Elementary will provide accelerated learning opportunities to students during the school year of 2022-2023 and in 2023 summer learning.

Evaluation Data Sources: STAAR performance in reading and math
Campus Based Assessments and District Learning Assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Utilize the MTSS process and data analysis to determine students who would benefit from accelerated learning during the school day.

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Grade level teachers will create rigorous Campus Based Assessments (CBA) that use Depth of Knowledge (DOK) levels to evaluate mastery of TEKS.

Evaluation Data Sources: Campus based assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: Teachers continue to collaborate with Instructional Coaches to build CBAs that use DOK levels.

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: 90% of the staff at Sundown Elementary will perform at the proficient level of the T-TESS evaluation or alternate instrument.

Evaluation Data Sources: End of Year evaluation data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to expect proficient or higher TTESS evaluation results, and support this through coaching and mentoring staff.

Performance Objective 2: Sundown Elementary will provide high quality professional development opportunities for teachers and staff that aligns with campus focuses, improved student achievement, and student and staff well-being.

High Priority

HB3 Goal

Evaluation Data Sources: Scheduled staff development opportunities on campus, staff attendance at conferences and outside professional development sessions, observations and data analysis

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to support staff professional development.

Goal 4: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Sundown Elementary will promote increased parental/community engagement by strengthening communication with parents and families in a variety of ways, and offering a variety of resources, and activities/events for parents and families that provide strategies and resources for parents/families to use to support their students with learning.

Evaluation Data Sources: Feedback from parent surveys
Increased volunteer hours
Increased attendance at family engagement events

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to implement effective strategies for engaging families in their students' learning.

Goal 5: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Sundown will implement the Positive Behavior Interventions and Supports program (PBIS) and CHAMPS to promote positive academic and social behavior outcomes. The program will include positive incentives and common language used in all campus areas.

Evaluation Data Sources: Discipline Data
Classroom, hallway and common area observations

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to analyze discipline data and support strategies to improve student discipline.

Performance Objective 2: Sundown will integrate the Character Strong/PurposeFULL People program, utilize resources and provide students access to programs that address bullying and social skills.

Evaluation Data Sources: Decreased bullying related discipline incidents
Decreased discipline referrals
Data from student surveys
Student recognition assemblies and awards

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to focus on Bullying prevention and the PurposeFULL People program aligned with social skills.

Performance Objective 3: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health.

Evaluation Data Sources: FitnessGram data
Class Observations,
Formative and Summative fitness skill assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Determine if this measure is an accurate way to analyze student health and fitness.

Sundown Elementary - TIP Performance Objectives

Goal 1 - (Sept – Nov)

Performance Objective 1: 34

Root Cause: Instructional leaders and teachers need clear understanding of their role, responsibilities, and expectations in order to know if they are successful with meeting the expectations. When they meet the expectations, they are better serving their students' needs.

Goal 2 - (Dec – Feb)

Performance Objective 1: 34

Root Cause: Instructional leaders and teachers need clear understanding of their role, responsibilities, and expectations in order to know if they are successful with meeting the expectations. When they meet the expectations, they are better serving their students' needs.

Goal 3 - (Mar – May)

Performance Objective 1: 34

Root Cause: Instructional leaders and teachers need clear understanding of their role, responsibilities, and expectations in order to know if they are successful with meeting the expectations. When they meet the expectations, they are better serving their students' needs.

Did you achieve your 90 day outcome?: Yes

Why or why not?: A majority of the staff were completing lesson plans including small group. Admin team consistently conducted checks of lesson plans for evidence.

Did you achieve your annual outcome?: Yes

Why or why not?: Reflection from the start of the school year to the end of the year, teams were showing an increase of small group lessons. Two days a week of planning, one on lesson and the other day on small group. Weekly instructional leadership team meetings, and twice a month TL meetings. Staff updates included instructional focus/highlights from the principal.

Goal 4 - (Jun – Aug)

Performance Objective 1: 100

Root Cause: Two new ICs will be new to the role. Expectations will be set and monitored.

Desired 90-day Outcome: Create a systematic action plan to define clear roles and responsibilities, expectations, and outcomes.

District Actions: Jennifer Munoz as needed.

What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?	What specific action steps address these challenges?	How does this action step address this challenge?
N/A		N/A

Performance Objective 2: 105

Root Cause: In order to improve small group instruction.

Desired 90-day Outcome: Create a plan for a structured data analysis PDR.

Taylor High School Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Taylor High School will increase the Domain II score (Student Progress) from a scale score of 79 in academic growth to an 81 by the next accountability report.

> **High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** State Accountability Report 2021
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Continue to improve in this area

Performance Objective 2: The percent of Taylor High School students who achieve the CCMR target will increase from 77% to 87% by the next accountability report.

> **HB3 Goal**
>
> **Evaluation Data Sources:** State Accountability Report 2023
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue/Modify

Performance Objective 3: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

> **Evaluation Data Sources:** FitnessGram, Class Observation, Formative and Summative fitness skill assessments
>
> **Summative Evaluation:** Met Objective

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: By June 2023, Taylor High School end of course Algebra I approaches level scores will increase by at least 5%.

> **Evaluation Data Sources:** 2022-2023 EOC scores
>
> **Summative Evaluation:** Significant progress made toward meeting Objective

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: By June 2022, Taylor High School will see improvement in student mental health evidenced by fewer students requiring crisis intervention due to an increase in implementation of proactive mental health supports.

High Priority

Evaluation Data Sources: Critical Incident Reports

Summative Evaluation: Met Objective

Tays Junior High Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1:
All students will pass or meet the growth indicator of the STAAR Reading, Math, Writing, Social Studies and Science portions of the STAAR test. Tays Junior High will implement strategies to increase student performance.

Evaluation Data Sources: STAAR Assessment Data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue/modify

Performance Objective 2: All English learners with parent approval for ESL program participation minimally receive English Language Arts and Reading (ELAR) instruction by teachers who are certified in ESL, along with ELAR certification for the appropriate grade level(s).

Evaluation Data Sources: Certification for ELAR teachers and student progress

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue/modify

Performance Objective 3: Teachers are informed of the English language proficiency levels of the English learners in their classrooms, and Professional Learning Communities actively utilize the ELPS to provide meaningful opportunities for ELs to develop social and academic English proficiency in listening, speaking, reading and writing.

Evaluation Data Sources: Teacher professional development and feedback

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: continue/modify

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Tays Junior High will implement strategies that will close the academic performance gaps between student sub-populations.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to make progress on this performance objective

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Tays Junior High will implement strategies to improve quality instructional planning, delivery and responsiveness.

Goal 4: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: TJH effectively and efficiently allocates resources that support campus initiatives, programs, and professional learning opportunities.

Summative Evaluation: Met Objective

Goal 5: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Identify and implement increased opportunities to share information and gather input from parents and community members which result in an increase in opportunities over 2022-23.

Evaluation Data Sources: Parent/community surveys and lists of new information-sharing activities.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue/Modify

Performance Objective 2: Provide learning opportunities for parents and community on topics identified in survey last year such as Canvas 101; Drug awareness/vaping; Getting ready for HS parent panel; Financial literacy

Evaluation Data Sources: Number of parents attending the PTSA/TJH events.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue/Modify - survey parents on what they would like

Performance Objective 3: Increase strategies to engage the community as an audience for student performances and events

Evaluation Data Sources: Analysis of community attendance and advertising strategies for student performances and events

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue/Modify

Performance Objective 4: Family engagement will be promoted through various opportunities and strong school communication.

Evaluation Data Sources: Attendance at events and feedback from the stakeholders via survey

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue/Modify

Performance Objective 5: The campus will communicate and invite parents and the community to participate in school wide activities through a variety of communication measures including enews and social media.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue/Modify

Performance Objective 6: TJH will set goals and objectives for the coordinated health program with a partnership between nurse, cafeteria and PE/ athletic department.

Evaluation Data Sources: Evaluate the success of the health unit for students in PE as well as commitment to the weekly run day progress

Summative Evaluation: Met Objective

Performance Objective 7: TJH provide parent engagement activities to parents/guardians of English learners that is supplemental to the services provided to all parents.

Evaluation Data Sources: Communication about events and attendance at those events

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue/modify

Performance Objective 8: TJH provide family engagement activities for families of English learners (parent and child together) that is supplemental to the services provided to all families.

Evaluation Data Sources: Communication about events and attendance at those events

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue/modify

Goal 6: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Tays Junior high staff members will maintain a schoolwide discipline plan (PBIS)and a positive climate and culture to promote a safe and quality environment.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue & modify to meet students needs

Performance Objective 2: TJH will continue to enhance our our advisory period (Home Base). We have implemented the Character Strong Social and Emotional curriculum into the period on Wednesdays.

Evaluation Data Sources: Feedback from teachers and students of this time period; data on how the goal setting worked in their classes; character dares

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue/modify

Performance Objective 3: TJH will provide Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: Feedback from students, parents, Teachers

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue/Modify - this was accomplished during PE for students who opted in.

Tompkins High School Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Tompkins High School will focus on increasing individualized student support to address the different learning needs of all students.

Performance Objective 2: The percent of Tompkins High School students who achieve the CCMR target will increase from 94% to 92% by July 2023.
HB3 Goal

Performance Objective 3: Tompkins will create a positive environment that maximizes student learning and instructional time.

Performance Objective 4: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health
Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Tompkins High School will manage a budget to provide for professional development of teachers and allocate resources to enhance and support the learning of all students in response to the growing demographics of the campus.

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Tompkins High School will continuously use student assessment data to identify gaps in learning and target specific areas of improvement in learning.

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: Tompkins High School will establish internal systems that encourage the use of state of the art technology in student learning.

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Tompkins High School will establish support systems for staff members to foster a positive school climate where student learning is maximized.

Goal 6: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Tompkins High School will establish strong partnerships with parents and the business community to make a direct impact on student success.

Goal 7: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Tompkins High School will create a focus on providing a safe learning environment in which students feel emotionally supported while being challenged to reach their full potential.

West Memorial Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: Provide training and resources to Special Education teachers to ensure they can plan appropriately, have knowledge of the content that needs to be taught and the delivery of the instruction is cohesive with the grade level content.

> **Evaluation Data Sources:** IEP goal progress, grade reports, campus, district and state assessments
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue to offer trainings and attend planning periods with grade level teachers to ensure impactful delivery of content instruction.

Performance Objective 2: The percent of West Memorial Elementary Students, including those at-risk, who achieve meets and above in 3rd Grade Math will increase from 38% to 63% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** 3rd-5th grade DLA and state assessment data and Dreambox data
> K-2nd grade Dreambox, teacher data binders, DLAs if applicable
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue to use assessment and DreamBox data to drive instruction and use resources provided to best implement the math workshop model.

Performance Objective 3: The percent of West Memorial Elementary 3rd grade students including those at-risk who achieve Meets and above in Reading will increase from 45% to 57% by July 2023.

> **HB3 Goal**
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue to attend professional development and utilize resources to ensure the implementation of literacy workshop to students and provide tutoring before, during, and after school.

Performance Objective 4: WME staff will participate in collaborative conversations about student academic performance at least once each nine weeks as a part of MTSS processes.

> **Evaluation Data Sources:** Data digs and kid chats
>
> **Summative Evaluation:** Significant progress made toward meeting Objective

Next Year's Recommendation: Staff will continue to collaborate about student academic performance at least once each nine weeks as a part of the MTSS process.

Performance Objective 5: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Establish a CATCH committee; continue to engage students in various physical activities throughout the school day.

Performance Objective 6: ESF Annual Goal: By May 2023, at least 80% of WME teachers will implement small group instruction in reading and math and will see at least 2 small groups per content each day at least 4 days each week.

High Priority

Evaluation Data Sources: weekly planning, teacher walk throughs, leadership learning walks, lesson plans

Summative Evaluation: No progress made toward meeting Objective

Next Year's Recommendation: Make strategies for the goal; continue to monitor teacher implementation of small group instruction in the classroom.

Performance Objective 7: ESF 90 Day Goal: By December 2022, All Reading and Math teachers at WME will pull at least 1 small group in Reading and Math for at least 3 days each week.

Evaluation Data Sources: Data Digs notes, PLC notes, Small group notes in data binders, running records

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to monitor teacher implementation of small group instruction.

Performance Objective 8: ESF 180 Day Goal: By February 2023, 60% of Reading and Math teachers at WME will pull at least 2 small groups in Reading and Math for at least 3 days each week.

Evaluation Data Sources: Data Digs notes, PLC notes, Small group notes in data binders, running records

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to monitor teacher implementation of small group instruction; provide professional development on instruction.

Performance Objective 9: ESF 270 Day Goal: By May 2023, 80% of Reading and Math teachers at WME will pull at least 2 small groups in Reading and Math for at least 3 days each week.

Evaluation Data Sources: Data Digs notes, PLC notes, Small group notes in data binders, running records

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Teachers will continue to use data to drive small group instruction; leadership team will continue to monitor implementation of small group instruction.

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Provide devices, technology, technology accessories, learning materials, lab supplies, and resources to enhance the learning experience for students in grades PK-5.

Evaluation Data Sources: Budget Ledgers

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to upgrade technology and PD for innovation when planning to integrate technology in lessons.

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: WME teachers will complete required district assessments and utilize data to guide instructional practices.

Evaluation Data Sources: AWARE, Cambium, Dreambox Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Training to ensure teachers know how to run reports and routinely meet to analyze their data to drive instruction.

Goal 4: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: West Memorial Elementary will plan events that encourage involvement with local businesses, parents and students to engage in campus community activities.

Evaluation Data Sources: sign in sheets and invitations to events, parent and community survey

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue next year.

Goal 5: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: West Memorial Elementary will utilize preventive strategies to increase the emotional well-being of students through positive

support systems (e.g., Ron Clark House System, Capturing Kids Hearts, morning meetings and the implementation of school wide social emotional learning programs-Purposefull People) and continuing tiered levels of identification and intervention to monitor, assist and reduce the numbers of students who exhibit disruptive discipline behaviors (physical contact and noncompliance).

Evaluation Data Sources: discipline referrals, RTI data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: All programs will be implemented with fidelity during the 2023-2024 school year. Teachers will be trained and retrained on all programs as needed. We will also focus on reducing the physical contact referrals

Goal 6: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: WME will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Evaluation Data Sources: Job fair sign in sheets, staff retention data, admin attendance at administrative conference

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue/Modify

West Memorial Junior High Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: All classroom teachers will complete a book study of the Fundamental Five Revisited by Sean Cain and Mike Laird and utilize all 5 high-impact strategies in our WMJH classrooms.

> **Evaluation Data Sources:** Learning Walk google form data
> PLC reflection
> Lesson plan submission

Performance Objective 2: During brief walkthroughs, teachers will show evidence of Framing the Lesson 50% of the time and Teaching from the Power Zone 75% of the time.

> **Evaluation Data Sources:** Learning Walk google form data
> PLC reflection
> Lesson plan submission

Performance Objective 3: During brief walkthroughs, teachers will allow for Frequent, Small Group, Purposeful Talk 35% of the time, students will show evidence of Critical Writing 20% of the time, and teachers will utilize Recognize and Reinforce 35% of the time.

> **Evaluation Data Sources:** Learning Walk google form data
> PLC reflection
> Lesson plan submission

Performance Objective 4: WMJH teachers will utilize the Claim, Evidence, Reasoning or CER writing strategy across all core contents to increase the frequency and quality of critical writing.

> **Evaluation Data Sources:** TTESS SLO Goals
> Student data collection
> Teacher data collection

Performance Objective 5: All core content teachers will submit at least three CER prompts and student samples each marking period.

> **Evaluation Data Sources:** TTESS SLO Goals
> Student data collection
> Teacher data collection

Performance Objective 6: WMJH teachers will differentiate instruction for all learners and incorporate small group instruction to increase student achievement in the categories of approaches, meets, and masters on STAAR assessments.

Performance Objective 7: During learning walks, teachers will demonstrate differentiated instruction 45% of the time and utilizing small group instruction 60% of the time.

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: WMJH will create an inclusive and culturally responsive environment for our approximately 65 Newcomer students as well as our approximate 220 Emerging Bilingual students.

Performance Objective 2: All teachers will receive a WMJH based professional development on high impact strategies for our Emerging Bilingual students across all contents.

> **Evaluation Data Sources:** Google Learning Walks
> Student achievement data

Performance Objective 3: Emerging Bilingual families will be given the option to attend Expedition Night/Open House night in Spanish.

Performance Objective 4: WMJH will host its first annual Multicultural Festival to celebrate the differences within our student body and our families.

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: WMJH will support the social-emotional learning and development of all students through our Character Strong and PBIS systems. 75% of WMJH Teachers will demonstrate evidence of using PBIS rewards points during class time.

> **Evaluation Data Sources:** 75% of WMJH Teachers will demonstrate evidence of using PBIS rewards points during class time.

Performance Objective 2: WMJH will support the social-emotional learning and development of all students through our Character Strong and PBIS systems. 90% of WMJH Teachers will deliver the Character Strong social-emotional learning lesson each Wednesday during Jaguar Time.

Performance Objective 3: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

West Memorial Junior High - TIP Performance Objectives

Goal 1 - (Sept – Nov)

Did you achieve your student performance data goals? Why or why not?: WMJH met our goals for the differentiated instruction and for the small group instruction, but we were short on our critical writing goal. Our campus has provided relevant and timely professional development each marking period for Emerging Bilinguals, The Teenage Learner, Fundamental Five, and STAAR Writing instruction. We will continue to track progress and monitor data.

Performance Objective 1: 38

Root Cause: Implementation of small group instruction is critical for student success. By planning and implementing quality smal group instruction through the workshop model in Reading and Math, we will close gaps in instruction.

Did you achieve your 90 day outcome?: No

Why or why not?: Differentiated Instruction taking place in 45% of learning walks
Students writing critically during 22% of learning walks
Small Group Instruction more than 60% of learning walks. However, we are redefining the small group and mixed ability group instruction to target small groups based on assessment data.

Goal 2 - (Dec – Feb)

Did you achieve your student performance data goals? Why or why not?: WMJH met our goals for Cycle Two for differentiated instruction, small group instruction, and critical writing. Our campus has provided relevant and timely professional development each marking period for Emerging Bilinguals, The Teenage Learner, Fundamental Five, Small Group Instruction and STAAR Writing instruction. We will continue to track progress and monitor data.

Performance Objective 1: 38

Root Cause: Implementation of small group instruction is critical for student success. By planning and implementing quality smal group instruction through the workshop model in Reading and Math, we will close gaps in instruction.

Did you achieve your 90 day outcome?: Yes

Why or why not?: Differentiated Instruction taking place in 50% of learning walks.
Students writing critically during 25% of learning walks.
Small Group and Cooperative Peer Instruction included more than 65% of learning walks.

Goal 3 - (Mar – May)

Performance Objective 1: 38

Root Cause: Implementation of small group instruction is critical for student success. By planning and implementing quality smal group instruction through the workshop model in Reading and Math, we will close gaps in instruction.

Goal 4 - (Jun – Aug)

Williams Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: By July of 2023, James Williams Elementary will achieve STAAR results that would result in an accountability rating of A in all three domains from the state of Texas and will receive 4 out of 6 distinction designations.

    Evaluation Data Sources: STAAR data, Accountability Reports, AYP

    Summative Evaluation: Some progress made toward meeting Objective

    Next Year's Recommendation: At this time, scores are not finalized, but we will continue to set a goal of receiving As in all domains and earn distinction designations.

Performance Objective 2: The percent of Williams Elementary 3rd grade students who achieve meets and above in Math will increase from 54% to 68% by July of 2023.

    HB3 Goal

    Evaluation Data Sources: STAAR, Dreambox

    Summative Evaluation: Some progress made toward meeting Objective

    Next Year's Recommendation: At this time, scores are not finalized, but we will continue to set a goal to increase the percentage of 3rd grade students scoring at meets and masters in Math.

Performance Objective 3: The percent of Williams Elementary 3rd grade students who achieve meets and above in Reading will increase from 67% to 71% by July of 2023.

    HB3 Goal

    Evaluation Data Sources: STAAR, F&P Benchmark

    Summative Evaluation: Some progress made toward meeting Objective

    Next Year's Recommendation: At this time, scores are not finalized, but we will continue to set a goal to increase the percentage of 3rd grade students scoring at meets and masters in Reading.

Performance Objective 4: JWE staff will provide support for students who did not meet the passing standard for previous year STAAR assessments, as outlined by House Bill 4545.

    Evaluation Data Sources: Campus assessments, STAAR, and District Learning Assessments

    Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to implement support for students as outlined in updated HB4545.

Performance Objective 5: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to provide extensive opportunities for students to build health and wellness strategies and skills.

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: 100% of Williams Elementary faculty and staff will use a collaborative and data-driven approach in making planning and performance decisions.

Evaluation Data Sources: Planning Meetings, Data Meetings, Site Based Decision Making Teams

Summative Evaluation: Met Objective

Next Year's Recommendation: Collaboration and data analysis approach moving forward will focus more on student growth measures.

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Williams Elementary will effectively utilize its people, facility, and financial resources to provide a quality learning environment for students and staff.

Evaluation Data Sources: General Operating Fund, Campus and Grade Level Budgets

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with strategies that enhance campus culture and create a quality learning environment for students and staff.

Goal 4: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Williams Elementary will promote parent and community engagement that supports student learning. Our goal is to have a 25% increase in volunteer hours for school activities.

Evaluation Data Sources: Raptor, Volunteer Hours

Summative Evaluation: Met Objective

Next Year's Recommendation: Logged volunteer hours were doubled, but a new system was also implemented district wide to more accurately capture volunteers hours. Continuing to monitor hours each year with the new system will provide a better picture of increased engagement.

Goal 5: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: PBIS data, Discipline data, Student and Parent reports

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with strategies to support information on violence and bullying prevention.

Wilson Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The percent of Wilson Elementary students who achieve meets or above in Reading will increase from 81% to 82% by July 2023

HB3 Goal

Evaluation Data Sources: STAAR data

Summative Evaluation: Met Objective

Performance Objective 2: The percentage of Wilson Elementary students who achieve meets or above in Math will increase from 84% to 85% by July 2023.

HB3 Goal

Summative Evaluation: Met Objective

Performance Objective 3: Increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: TWE teachers in grades 2-5 will become proficient in administering assessments in AWARE.

Goal 3: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Teachers will have opportunities to participate in monthly wellness activities and increase social emotional well - being.

Evaluation Data Sources: Staff survey

Goal 4: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Teachers will engage the class in community circles every day.

Evaluation Data Sources: Lesson Plans, teacher observations

Performance Objective 2: Parents will be provided weekly information and activities to support students emotional well-being at home through the Purposefull People program.

Evaluation Data Sources: Social media posts, parent survey, student survey

Summative Evaluation: Met Objective

Performance Objective 3: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Evaluation Data Sources: Safety and Bullying Survey

Summative Evaluation: Met Objective

Goal 5: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: TWE welcomes many volunteer opportunities such as the Watch DOGS program, mystery readers and work room volunteers.

Evaluation Data Sources: Attendance rosters, parent survey, schedules for Mystery Reader and other classroom activities, volunteer hours

Summative Evaluation: Met Objective

Winborn Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: ESF: 80% of teachers will be proficient in their planning and delivery of the mini-lesson, stations, and small group lessons using high-quality instructional materials and research-based teaching practices that promote critical-thinking skills and include differentiated and scaffolded support for students with disabilities, English learners, at-risk students, and other student groups.

> **High Priority**
>
> **Evaluation Data Sources:** STAAR scores, CBAs, Interims, Classroom observations
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue many of these goals and structures as evident by data

Performance Objective 2: ESF: Teachers will use data to inform decision making regarding instruction in Reading, Math, and Science, as well as target students in need of small group instruction and/or tutorials.

> **High Priority**
>
> **Evaluation Data Sources:** CBAs, Interims, STAAR scores, classroom observations
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue many of these goals and structures as evident by student growth.

Performance Objective 3: The percentage of Winborn Elementary students who achieve Meets and above in math will increase from 46% to 56% in 2023. Winborn Elementary will implement strategies to increase student performance that will close the academic performance gaps between student sub-populations.

> **High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR Scores, 2022 Accountability ratings
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue many of these goals and structures as evident by student growth.

Performance Objective 4: HB3: The percent of Winborn Elementary 3rd grade students who achieve Meets or above in Math will increase from 37% to

39% by July 2023.

> **High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR scores, Accountability ratings 2021-2022
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue many of these goals and structures as evident by student growth

Performance Objective 5: The percentage of Winborn Elementary students who achieve Meets and above in reading will increase from 55% to 65% in 2023. Winborn Elementary will implement strategies to increase student performance that will close the academic performance gaps between student sub-populations.

> **High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR scores, 2022 Accountability ratings
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue many of these goals and structures as evident by student growth

Performance Objective 6: HB3: The percent of Winborn Elementary 3rd grade students who achieve Meets or above in Reading will increase from 44% to 45% by July 2023.

> **High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR scores, Accountability ratings 2021-2022
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Continue many of these goals and structures as evident by student growth

Performance Objective 7: The percentage of Winborn Elementary students who achieve Meets and above in science will increase from 47% to 52% in 2023. Winborn Elementary will implement strategies to increase student performance that will close the academic performance gaps between student sub-populations

> **High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR scores, Accountability ratings 2022

Next Year's Recommendation: Continue many of these goals and structures as evident by student growth

Goal 2: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Students and Teachers will use data to inform decision making regarding goal setting and instruction in Reading and Math, as well as to formulate small groups, intervention groups, and monitor student progress. Data meeting will be held following every CBA/DLA, and MTSS data meetings will be held quarterly.

Evaluation Data Sources: CBAs, DLA/Interims, STAAR

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue many of these goals and structures as evident by data

Goal 3: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Winborn Elementary will utilize preventive strategies to increase the emotional well-being of students through positive support systems (ie: PBIS, Purposeful People, Exceptional Eagle, Project Class, Morning Meetings) and continuing tiered levels of identification and intervention to promote a safe and quality environment to provide students with opportunities for a well-rounded education.

Evaluation Data Sources: Discipline Referrals, Classroom Observation Data, MTSS

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue systems that are working well and adjust those that are not.

Performance Objective 2: Increase the number of students participating in the campus Coordinated Health Program

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Some progress made toward meeting Objective

Goal 4: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Increase parent and family engagement by 10% annually by offering a variety of activities and events supporting the whole child.

Evaluation Data Sources: Parent sign in sheets, parent volunteer hours

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: This will continue to be a focus for next school year and develop more instructional activities to involve the community and parents more.

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: Diane Winborn Elementary will ensure all staff members are highly qualified and provide a culture that empowers staff members to reach their highest level of potential, as well as retain staff.

Evaluation Data Sources: Retention rate, TTESS

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to support and train staff to sustain our culture of learning.

Winborn Elementary - TIP Performance Objectives

Goal 1 - (Sept – Nov)

Goal 2 - (Dec – Feb)

Goal 3 - (Mar – May)

Goal 4 - (Jun – Aug)

Wolfe Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3:The percent of all third grade Wolfe Elementary students who achieve Meets and above in Math will increase from 39 % to 68% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** The STAAR results will be compared from the 2022 to 2023 school year.
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** We will still continue to work on increasing our Meets and above in Math and it will increase 3%by July 2024 from the previous school year.

Performance Objective 2: HB3:The percent of all third grade Wolfe Elementary students who achieve Meets and above in Reading will increase from 53 to 54% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** The comparison of the STAAR results from 2022 to 2023.
>
> **Summative Evaluation:** Significant progress made toward meeting Objective
>
> **Next Year's Recommendation:** We will continue to work on reading next school year and increase our Reading by 3% from previous school year by July 2024.

Performance Objective 3: By June of 2023, we will see a 10% growth in the students reading on level or higher on the EOY F & P for the Wolfe Students:
Kinder 20% to 30%, First 31% to 41% and Second 61% to 71%.

> **Evaluation Data Sources:** Running records taken throughout the school year and F & P levels.
>
> **Summative Evaluation:** Some progress made toward meeting Objective
>
> **Next Year's Recommendation:** Next year we will work with the new resource which focuses on decodeable books.

Performance Objective 4: The percent of all fifth grade Wolfe Elementary students who achieve Meets and above in Science will increase from 24 to 26% by July 2023.

> **Evaluation Data Sources:** The comparison of the STAAR results from 2022 to 2023

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We will continue to work on increasing the meets and masters by 3% by July 2024 from previous school year.

Performance Objective 5: ESF-By the end of the year, 85% of Wolfe Elementary Teachers will be able to design and implement quality first teach lessons utilizing the campus lesson plan template, understanding the TEKS to understand expected outcomes, and knowing the student misconceptions.

High Priority

Evaluation Data Sources: DLA comparison scores from the previous school year for 3rd, 4th & 5th grade and averages of the campus based assessments.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Next school year, we have approximately 13 new classroom teachers we are going to go back to focusing on the first line of instruction. The alignment of TEKS with I do, We do & You do.

Performance Objective 6: Wolfe Elementary will increase the number of students participating in the campus Coordinated Health Program.

Evaluation Data Sources: Fitness Gram, Class observation, Formative & Summative fitness skill assessments

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: The overall average percent of 3rd-5th Hispanic students who achieve Meets and above in Math will increase 2% from 33% to 35% and who achieve Meets and above by July 2023.

Evaluation Data Sources: The comparison of the STAAR results from 2022 to 2023.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: According to our data, we still need to continue with our Hispanic students who are performing below other students.

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: We should see a 2% increase from the 3rd-5th Math DLA from Fall/Spring 21/22 to Math DLA from Fall/Spring 22/23.

Evaluation Data Sources: We will review all campus based assessments and review the grade book to see how students are performing on their overall average of daily assignments.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue to work on effective assessments for all students. We will want to see a 2% growth in students from Spring 23 to Spring 24 Math Interim Assessments.

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

> **Performance Objective 1:** Wolfe Elementary will develop additional training and resources for teachers that support technology integration and instructional planning for online learning.
>
> > **Evaluation Data Sources:** We will be evaluate the growth of the students in the reports from I-station and Dream Box.
> >
> > **Summative Evaluation:** Significant progress made toward meeting Objective
> >
> > **Next Year's Recommendation:** We will continue to have a technology integration to support student learning.

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

> **Performance Objective 1:** Wolfe will be 100% staffed with highly effective, certified (if applicable) personnel.
>
> > **Evaluation Data Sources:** Recruiting records, hiring time lines, and retention reports
> >
> > **Summative Evaluation:** Met Objective
> >
> > **Next Year's Recommendation:** We will continue to try to higher teachers that are 100% certified.

Goal 6: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

> **Performance Objective 1:** The faculty and staff of Wolfe Elementary will work collaboratively with parents and the community to continue to have a safe, supportive and positive learning environment that will promote high academic achievement for all students.
>
> > **High Priority**
> >
> > **Evaluation Data Sources:** Volunteer hours
> >
> > **Summative Evaluation:** Met Objective
> >
> > **Next Year's Recommendation:** We will continue to promoting to build a relationship with parents and community to support our students.

Goal 7: Katy ISD will actively support the emotional well-being of all learners.

> **Performance Objective 1:** Wolfe Elementary will build a positive school culture in which all students and staff show respect, problem solve, are on task,

take responsibility and spread kindness.

Evaluation Data Sources: Decrease in Discipline Referrals from 21/22 to 22/23 school year, Stakeholder Surveys

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We need to continue to work on climate and culture at Wolfe Elementary and create a better system for discipline referrals.

Wolfe Elementary - TIP Performance Objectives

Goal 1 - (Sept – Nov)

Goal 2 - (Dec – Feb)

Goal 3 - (Mar – May)

Goal 4 - (Jun – Aug)

Wolman Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: HB3 - The percent of Wolman Elementary 3rd grade students who achieve Meets and above in Reading will be above 81% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Continue

Performance Objective 2: HB3 - The percent of Wolman Elementary 3rd grade students who achieve Meets and above in Math will be above 85% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** continue

Performance Objective 3: HB3 The percent of white third grade students who achieve meets or above in reading will increase from 75% to 85% by July 2023.

> **High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** will continue to focus on growth of our meets and masters

Performance Objective 4: 100% of teachers in grades PK-5 will utilize small group instruction for reading and math to meet the needs of all students throughout the 2022-23 school year.

> **Evaluation Data Sources:** Data binders/google form data

Evidence of small group instruction in lesson plans.

Summative Evaluation: Met Objective

Next Year's Recommendation: small group instruction will continue as a focus in 2023-24

Performance Objective 5: Increase the number of grade 3-5 RJWE students , including those in Special Education and Economically Disadvantaged, who achieve Meets or Masters by 3% in all subjects by the end of the 2022-23 school year.

High Priority

HB3 Goal

Evaluation Data Sources: 2023 STAAR scores

Summative Evaluation: Met Objective

Next Year's Recommendation: we will continue to focus on growth of our meets and masters categories

Performance Objective 6: Increase written response on common assessments for grades 2nd through 5th in each content area (science, social studies, reading) by 50% each grading period, by the end of the 2022-2023 school year.

High Priority

HB3 Goal

Evaluation Data Sources: Written response data from CBAs and DLAs, STAAR

Summative Evaluation: Met Objective

Next Year's Recommendation: continued focus as this is an expectation for STAAR

Performance Objective 7: 100% of teachers in grades Pre-K - 5 will increase hands-on learning experiences in the area of Science throughout the 2022-23 school year.

Evaluation Data Sources: -lesson plans
-classroom observations
- use of hands on materials

Summative Evaluation: Met Objective

Next Year's Recommendation: hands on learning will continue to be a focus to increase student understanding of concepts

Performance Objective 8: Increase the number of students scoring at health fitness zones by 3%, as measured on FitnessGram, to contribute to optimal health by the end of the 2022-2023 school year.

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: we will continue to promote optimal health next school year among our students

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Ensure that each student attains one years academic growth through Extended Learning Time (ELT) by addressing the individual needs of all students through targeted and prescriptive small group instruction by the end of the 2022-23 school year.

High Priority

Evaluation Data Sources: Small Grade Lesson Plans for SOAR Time

Summative Evaluation: Met Objective

Next Year's Recommendation: continue

Performance Objective 2: 100% of English learners with parent approval for ESL program participation will receive English Language Arts Reading (ELAR) instruction by teachers who are certified in ESL, along with ELAR certification for the appropriate grade level.

Evaluation Data Sources: TEA Certifications
TAC89.1201 (a)(3) per district protocol

Summative Evaluation: Met Objective

Next Year's Recommendation: continue

Performance Objective 3: 100% of teachers who serve Emergent Bilingual (EB) students will be informed of the English language proficiency levels of the English learners in their classrooms and professional learning communities actively utilize the ELPs to provide meaningful opportunities for EBs to develop social and academic English proficiency in listening, speaking, reading and writing throughout the year.

Evaluation Data Sources: eStar documentation provided by ESL ISSTs

Summative Evaluation: Met Objective

Next Year's Recommendation: continue

Performance Objective 4: RJWE will use Elementary and Secondary Schools Emergency Relief (ESSER) funds to add a member to our Instructional Coach team with an emphasis on ELAR for the 2022-2023 school year to improve PLCs, fill gaps from Covid learning loss, model and provide feedback to teachers and align TEKS vertically.

High Priority

Evaluation Data Sources: lesson plans, teacher feedback, aligned assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: continue

Goal 3: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: Increase volunteer participation and attendance at parent/community events by 3% throughout the 2022-23 school year.

Evaluation Data Sources: Volunteer Hours Recorded through Raptor
Parent and Community Attendance
Visitor sign in log/spreadsheets

Summative Evaluation: Met Objective

Next Year's Recommendation: continue

Performance Objective 2: Ensure that 100% of parents are provided program information to increase and strengthen family engagement by utilizing the online ReadyRosie program in grades Pre-K -2nd to enhance and support language instruction as families of English learners grow outside of school throughout the 2022-2023 school year.

HB3 Goal

Evaluation Data Sources: increased parent involvement and engagement for families of English learners
online tools from ReadyRosie

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: continue

Goal 4: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Increase the effectiveness of campus-based assessments (CBA) and formative assessments by having 100% of content area teachers involved in the development, implementations, and evaluation of CBAs throughout the 2022-2023 school year.

Evaluation Data Sources: AWARE, CBA, Interim Assessments, and student data, grade level content PLCs, Lesson Plans

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: continue

Goal 5: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: Conduct 100% of the district required safety drills and trainings with staff and students in an effort to prevent school violence. Two way radios will be used to effectively communicate during these drills and other emergencies throughout the 2022-2023 school year.

High Priority

Evaluation Data Sources: Observations and data submitted to district OEM share point
Sign in sheets from safety trainings completed in faculty meetings/mandatory trainings at beginning of the year
Teacher created Safety Presentation
Sign in sheet for the CRASE staff PD

Summative Evaluation: Met Objective

Next Year's Recommendation: continue

Performance Objective 2: Teachers will conduct Community Circles at least once a week in all classrooms to increase relationships and inclusivity, decrease off task behaviors and create a culture of community and acceptance, which will help to prevent unsafe situations (violence) during the 2022-23 school year.

Evaluation Data Sources: Observation of Community Circles in classrooms and teacher report of off-task behaviors in Kid Chats.
Bug grams
Speak Up

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: continue

Performance Objective 3: Wolman will offer the Character Strong/Purposefull People Program to 100% of students during the 2022-23 school year.

Evaluation Data Sources: New character Strong/Purposefull People traits will be shared with students at least 6 times throughout the school year.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: continue

Performance Objective 4: 100% of students will participate in the Ron Clark House System to aid in the promotion of character building, relationships and school spirit at RJWE throughout the 2022-2023 school year.

Evaluation Data Sources: RCA app, visual student point board in hallway

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: continue

Performance Objective 5: At least 85% of Wolman students will continue to feel included as measured by the Safety and Bullying Survey at the end of the 2022-2023 school year.

Evaluation Data Sources: Safety and Bullying Survey
Student interaction within the Ron Clark House system for various activities across grade levels

Summative Evaluation: Met Objective

Next Year's Recommendation: continue

Goal 6: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

Performance Objective 1: Increase the utilization of technology for student learning and engagement by 100% of content area teachers throughout the 2022-2023 school year.

Evaluation Data Sources: Lesson plans, PLCs, teacher observation

Summative Evaluation: Met Objective

Next Year's Recommendation: continue

Performance Objective 2: In grades 3-5 100% of students will the use technology to complete campus and district assessments in preparation for STAAR Online throughout the 2022-2023 school year.

Evaluation Data Sources: CBA, DLA , Interim Assessment and STAAR

Summative Evaluation: Met Objective

Next Year's Recommendation: continue

Woodcreek Elementary Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: The District will exceed state and national (where applicable) standards/averages for all student groups in student achievement and progress.

> **Evaluation Data Sources:** Assessment results for each of the identified assessments will be compared with longitudinal historical results in addition to state and national data to measure increases.

Performance Objective 2: The District will meet all indicators in all components of Domain III: Closing the Gaps.

> **Evaluation Data Sources:** Domain III report

Performance Objective 3: The percent of students in all special programs scoring at each of the Approaches, Meets, and Masters Grade Level on STAAR will increase over the previous year.

> **Evaluation Data Sources:** STAAR reports from TEA and assessment vendor(s)

Performance Objective 4: The percent of students meeting or exceeding progress on all STAAR assessments will will increase in comparison to the previous school year.

> **Evaluation Data Sources:** End of year STAAR report and accountability report.

Performance Objective 5: Provide a variety of learning experiences that address distinct learning needs, interest, aspirations and cultural backgrounds of all
learners.

> **High Priority**

Performance Objective 6: HB3- The percent of Katy ISD Elementary 3rd grade students who achieve Meets or above in Reading will increase from 85% to 86% by July 2023.

> **HB3 Goal**

> **Evaluation Data Sources:** 2022 Accountability data

Performance Objective 7: HB3- The percent of Katy ISD Elementary 3rd grade students who achieve Meets or above in Math will increase from 73% to 78% by July 2023.

> **HB3 Goal**
>
> **Evaluation Data Sources:** 2022 Accountability data

Performance Objective 8: The district will provide a variety of learning experiences that address distinct learning needs, interests, aspirations and cultural backgrounds of all learners.

Performance Objective 9: Resources are allocated in an efficient manner to facilitate quality learning experiences and a positive and effective work environment.
*All K-5 ELA teachers will receive readers and writers workshop teacher resources.
*All K-3 teachers will be supported thru Texas Reading Academy Professional Development.
*All math teachers will have daily access to the math resource lab to increase student engagement.
*All teachers in every content will have daily access to the Literacy Library which houses teacher resources, student leveled readers, and professional books.
*All teachers in every content will have daily access to the intervention lab to increase learning for all students.
*All PK-5 students and science teachers will have access to the science lab and science materials to engage in hands-on science lessons.
*The Visible Learning Committee (VLC) will be working to provide professional development for teachers on how to increase student clarity in their learning.
*All teachers in every content will utilize the Learning Pit model, Learning Zones, and the Ranger Learning Traits to help increase student clarity in their learning.

> **Summative Evaluation:** Met Objective

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Performance Objective 1: Strategic data points and shared agreements are utilized to make decisions regarding planning, evaluation, and performance needs.
*All WCE teachers will be ESL certified within two years of their hire date.
*All WCE teachers will be GT certified within one year of their hire date. They will also maintain 6 hours of GT credit each year in order to maintain their GT certification.
*All teachers will attend bi-monthly Learning Meetings to increase their learning in areas where they choose to learn.

> **Summative Evaluation:** Significant progress made toward meeting Objective

Performance Objective 2: Department and campus leaders will implement a systematic prioritization process to align programs and priorities with available resources.

> **Evaluation Data Sources:** Adopted budget

> **Summative Evaluation:** Met Objective

Goal 3: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

> **Performance Objective 1:** The District will develop additional training and resources for teachers that support technology integration and instructional planning for online learning.

> **Summative Evaluation:** Met Objective

> **Performance Objective 2:** WCE will actively support student use of technology as a tool to enhance learning.

> **Summative Evaluation:** Exceeded Objective

Goal 4: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

> **Performance Objective 1:** All campuses and departments will be 100% staffed with highly effective, certified (if applicable) personnel.

> **Evaluation Data Sources:** Recruiting records, hiring timelines, and retention reports

> **Summative Evaluation:** Met Objective

> **Performance Objective 2:** The district will expand the teacher mentoring program to address the needs of all teachers- both experienced and inexperienced teachers.

> **Summative Evaluation:** Exceeded Objective

Goal 5: Katy ISD will actively support the emotional well-being of all learners.

> **Performance Objective 1:** Positive School Climate: WCE will promote a positive school climate that encourages the development of responsible behavior, self-esteem, and respect for others.
> *All WCE students will learn and recite the Ranger Code of Honor each day as a reminder of responsible behavior and respect for others.
> *All WCE students will receive guidance and/or character lessons from their teacher or school counselor at least 4 times per year that focus on responsible

behavior, self-esteem, and respect for others.

*All WCE students will participate in the school-wide positive reinforcement of House Rally Points and House Rallies (a pep-rally to celebrate positive behaviors and the point system) to highlight great choices.

*All WCE students will learn the Ranger Learning Traits and exemplify these behaviors in the learning environment.

Summative Evaluation: Met Objective

Performance Objective 2: All campuses and departments will meet the required components of the comprehensive district safety plan and state safety requirements.

Evaluation Data Sources: Safety and security audits and safety documentation (fire drill logs).

Summative Evaluation: Exceeded Objective

Performance Objective 3: The District will enhance the established multidisciplinary approach to proactively support student emotional well-being.

Evaluation Data Sources: Outline and definition of system

Summative Evaluation: Exceeded Objective

Performance Objective 4: The District will create opportunities for education and training and will continue to provide ongoing support tailored to students, staff, and parents concerning emotional well-being.

Evaluation Data Sources: Listing of sessions; attendance/involvement rates

Summative Evaluation: Exceeded Objective

Goal 6: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: All campus and department leaders will utilize data in various formats to improve effectiveness and efficiencies.

Evaluation Data Sources: Portals and data sets available, trainings offered/number of attendees, user surveys and user reports.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: The District will develop a targeted professional learning plan designed to address unfinished learning needs and to increase educator expertise in all content areas.

High Priority

Evaluation Data Sources: Survey feedback from professional learning sessions

Summative Evaluation: Met Objective

Performance Objective 3: The Office of School Improvement will create and communicate a continuous improvement planning model with three checkpoints for each campus, to be implemented throughout the 2021-2022 school year.

Summative Evaluation: Met Objective

Performance Objective 4: Various tools will be utilized to measure and monitor learner engagement and progress toward skill acquisition.

Summative Evaluation: Met Objective

Performance Objective 5: District will provide instructional leadership support to teachers, instructional coaches and administrators by focusing on the development and implementation of systems, structures, and feedback tools designed to increase student achievement.

Summative Evaluation: Met Objective

Performance Objective 6: Resources are allocated in an efficient manner to facilitate quality learning experiences and a positive and effective work environment.
*All K-5 ELA teachers will receive a readers and writers workshop teacher resources.
*All K-3 teachers will be supported thru Texas Reading Academy Professional Development.
*All math teachers will have daily access to the math resource lab to increase student engagement.
*All teachers in every content will have daily access to the Literacy Library which houses teacher resources, student leveled readers, and professional books.
*All teachers in every content will have daily access to the intervention lab to increase learning for all students.
*All PK-5 students and science teachers will have access to the science lab and science materials to engage in hands-on science lessons.
*The Visible Learning Committee (VLC) will be working to provide professional development for teachers on how to increase student clarity in their learning.
*All teachers in every content will utilize the Learning Pit model, Learning Zones, and the Ranger Learning Traits to help increase student clarity in their learning.

Summative Evaluation: Met Objective

Goal 7: Katy ISD will address flaws in the state finance and student assessment systems in order to regain local control.

Performance Objective 1: Refine our local assessment in harmony with our local accountability system.

Summative Evaluation: Met Objective

Goal 8: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: The District will identify existing parent and community engagement programs at campuses and district level, and explore opportunities to involve a greater number of stakeholders on/at campuses that have lower engagement rates.

High Priority

Evaluation Data Sources: Programs identified and listed; engagement rates, survey data

Summative Evaluation: Met Objective

Performance Objective 2: The district will write community engagement into Katy ISD curriculum for targeted grades and subjects.

Summative Evaluation: Met Objective

Performance Objective 3: The district will advance Katy ISD stakeholders groups into enthusiastic well-informed advocates.

Performance Objective 4: Collaboration: WCE faculty/staff will build positive collaboration among all groups that have a vested interest in WoodCreek Elementary in order to increase our student achievement and positive climate.
*Parent roundtables will voice their input four times a year in open forums with the principal and administrative team. Their feedback is shared with the WCE staff.
*WCE staff will voice their input once a grading period in open forums with the Leadership Team which includes the principal, administrative team and two professionals from each department.
*PTA will meet with the principal at least once a month throughout the school year.
*The Campus Advisory Team will voice their input four times per year with the principal.
*WCE will maintain visibility in the community through at least one social media platform (Facebook, Twitter, or YouTube) per week.

Summative Evaluation: Met Objective

Woodcreek Junior High Performance Objectives

Goal 1: All learning environments will foster engagement by integrating personalized student-centered learning experiences.

    Performance Objective 1: By the end of May 2023, the average scores of students in all programs will increase by 3% in all tested content.

        Evaluation Data Sources: CBA, DLA, and STAAR

    Performance Objective 2: Instructional staff will collaborate with teachers from other content frequently to support students' needs.

        Evaluation Data Sources: Data Tracking in Teams

Goal 2: Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.

    Performance Objective 1: During 2022--2023 school year all instructional staff will participate in 2 PD sessions based on their learning needs.

        Evaluation Data Sources: PD Attendance

Goal 3: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

    Performance Objective 1: By May 2023, instructional teams will adopt, and successfully implement the new structures and processes for learning teams.

Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.

    Performance Objective 1: During the 2022-2023 school, the campus will spotlight digital citizenship week and incorporate students' digital footprint in Respect the Pack Chats.

        Evaluation Data Sources: Administration

Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: By May 2023, staff will rate their professional experience during this school year as an above-average experience.

    Evaluation Data Sources: Pulse survey data.

Performance Objective 2: By May 2023, the campus will participate in at least one event that focuses on staff appreciation.

Goal 6: Katy ISD will address flaws in the state finance and student assessment systems in order to regain local control.

Goal 7: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.

Performance Objective 1: By May 2023, all stakeholders will rate their perception of the development of all students and activities at WCJH as above average.

    Evaluation Data Sources: End of Year survey results and volunteer registration hours.

Performance Objective 2: By December 2022, the campus will partner with the community to develop a business partner list.

Performance Objective 3: Partners in Education information will be shared with parents through the weekly newsletter.

Goal 8: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: By May 2023, bullying reports and discipline data will decrease when compared to the previous year.

    Evaluation Data Sources: BHIP and discipline data

Performance Objective 2: Increase the number of students participating in the campus Coordinated Health Program

    Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments