

Katy Independent School District
District Improvement Plan

2023-2024 Goals/Performance Objectives with Summative Evaluation



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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. (District Needs Assessment)

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

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. (District Needs Assessment)

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 81% by July 2024. (Legal Requirement)

TEA Priorities:

Connect high school to career and college

HB3 Goal

Evaluation Data Sources: 2021 Accountability data

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 4: The percent of Katy ISD Elementary 3rd grade students who achieve Meets or above in Reading will increase to 68% by July 2024. (Legal Requirement)

TEA Priorities:

Build a foundation of reading and math

HB3 Goal

Evaluation Data Sources: 2023 Accountability data

Summative Evaluation: Significant 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 67% by July 2024. (Legal Requirement)

TEA Priorities:

Build a foundation of reading and math

HB3 Goal

Evaluation Data Sources: 2023 Accountability data

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 6: KISD will expand CTE and dual credit opportunities for students. (Strategic Design)

Evaluation Data Sources: Course completion and AP Exam success

Summative Evaluation: Met Objective

Performance Objective 7: Maximize systems of support to personalize instruction in order to address learning loss. (Strategic Design)

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 8: The District will implement strategies to increase opportunities for students in Title I campuses to be referred and identified for Gifted and Talented services. (District Needs Assessment)

TEA Priorities:

Improve low-performing schools

High Priority

Evaluation Data Sources: Review of GT testing data and campus enrollment

Summative Evaluation: Met Objective

Goal 2: Katy ISD will develop operational systems and resources that 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. (District Needs Assessment)

Evaluation Data Sources: Adopted budget

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: Develop a replacement cycle for facilities, equipment and assets throughout the District that is a component of the District asset replacement plan. (Strategic Design)

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: The District will foster efficacy of the assessment cycle where teams use data protocols to design purposeful instruction. (District Needs Assessment)

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 continuously provide secure, sustainable, and adaptable technology infrastructure through the use of advanced cloud-based technology. (Strategic Design)

Summative Evaluation: Met Objective

Performance Objective 2: The district will align the availability and capacity of computing resources on campuses to support personalized instruction and assessment. (Strategic Design)

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. (Legal Requirement)

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

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: The district will implement the teacher mentoring program to address the needs of teachers with less than two years of experience and to increase teacher retention. (Strategic Design)

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. (Strategic Design)

Evaluation Data Sources: Internal Alternative Certification program

Summative Evaluation: Met Objective

Performance Objective 4: Evaluate the impact of existing employee communication channels and determine if there is a need to streamline staff communication. (Strategic Design)

Summative Evaluation: Met Objective

Goal 6: Katy ISD will address challenges in the school finance system.

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

Evaluation Data Sources: Community and stakeholder knowledge

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: 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. (District Needs Assessment/Legal Requirement)

High Priority

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

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: The District will advance Katy ISD staff into enthusiastic, well-informed advocates for the district's community engagement

programs. (Strategic Design)

Evaluation Data Sources: Clear understanding of community engagement programs

Summative Evaluation: Met Objective

Performance Objective 3: The District will build awareness around the importance of campus community engagement. (Strategic Design)

Summative Evaluation: Met Objective

Performance Objective 4: The District will mobilize the Board and Superintendent to advocate for Katy ISD education priorities and build community capacity for advancing public education priorities. (Strategic Design)

Summative Evaluation: Significant progress made toward meeting Objective

Goal 8: Katy ISD will actively support the 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. (Legal Requirement)

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

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: The District will expand and strengthen internal systems and connect targeted resources to proactively support the well-being of the students, staff, and parents of the Katy ISD school community. (District Needs Assessment)

Evaluation Data Sources: Outline and definition of system

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 employ a variety of assessment strategies to gain a comprehensive understanding of student learning. Professional Learning Communities will analyze and utilize data in order to create meaningful and effective assessments.

Evaluation Data Sources: Aware, DLA, CBA,

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 facilitates teacher development. We will implement systems that enable teachers to connect across the campus, fostering a culture of collaboration and innovation in the classroom.

Evaluation Data Sources: Teacher retention rate
Mentor Teacher Program

Performance Objective 2: Our Viking Shield Team, consisting of teachers from every content area, will develop systems to recognize and appreciate teachers and colleagues across the entire campus.

Evaluation Data Sources: Viking Views Program
Viking Staff Member of the Week
Staff Shout Outs in teacher workrooms and weekly staff newsletter
Pulse Survey Data

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

Performance Objective 1: Adams Junior High will prioritize in creating a safe learning environment that supports students' social and emotional growth. Our Viking Strong program will integrate Character Education, emphasizing our three Viking Virtues - Courage, Perseverance, and Truth. We aim to create a community where students embrace the courage to persevere while remaining true to themselves and others.

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

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

Performance Objective 1: Adams Junior High will focus on addressing the unique learning needs of each student while delivering high-quality instruction that supports the growth of all learners.

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

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: Adams Junior High will implement attendance incentives for students with the aim of increasing our attendance by 1%.

Evaluation Data Sources: Attendance rates

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: Teachers will strategically design engaging learning experiences that incorporate a diverse range of instructional technologies. Through these innovative tools, students will be actively engaged in their learning. Our commitment to integrating and utilizing district technology expectations ensures that students have access to enriched educational experiences.

Evaluation Data Sources: Lesson plans will clearly outline the instructional technology and online resources utilized to enhance student engagement and facilitate learning three times per week.

Performance Objective 2: Adams Junior High, will implement systems that encourage the effective utilization of digital content and tools for parents, students, and staff members. These systems will enable everyone in our school community to effectively utilize the benefits of technology in education.

Evaluation Data Sources: Utilization of Canvas
Lesson plans that clearly communicate the technology systems used during instruction.

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 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: Planning Notes

Lesson Plans

Response to Intervention Collaboratives

Pre-Assessments

TX KEA

TPRI

Teacher Campus Based Assessments

District Content Checkpoints

Small Group Instruction

Progress Monitoring Notes

Amira

HMH Literacy Module Assessments

Dreambox

SLO Goals

Goal Setting and Professional Development (GSPD) Conference Notes

T-TESS Observation and Walkthrough Feedback

RAE Small Group Instruction Rubric Results from Learning Walks

RAE Maximizing Instructional Time Rubric Results from Learning Walks

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to use these three dimensions to drive the work on campus.

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

Next Year's Recommendation: Continue to focus on student goal-setting and monitoring progress.

Performance Objective 3: HB3: The percent of Alexander Elementary 3rd grade students who achieve Meets and above in Math will increase to 86% by

July of 2024.

High Priority

HB3 Goal

Evaluation Data Sources: Student Progress Monitoring Notes
Spring 2024 STAAR Performance Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Work with 3rd grade Math team to track progress more frequently.

Performance Objective 4: HB3: The percent of Alexander Elementary 3rd grade students who achieve Meets and above in Reading will increase to 85% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: Student Progress Monitoring Notes
Spring 2024 STAAR Performance Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Work with 3rd grade RLA team to track progress more frequently.

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, parents, and students to plan, coordinate, and facilitate campus events to build awareness around the importance of campus-community engagement.

Evaluation Data Sources: Calendars of Events
RAE and PTA weekly communication
Volunteer Hours

Summative Evaluation: Exceeded Objective

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
Reading Academies for PK-3rd grade teachers, including ESL and Special Education Teachers

Summative Evaluation: Met Objective

Next Year's Recommendation: Support teachers in need of certifications using Outlook calendar.

Goal 3: Katy ISD will actively support the 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 2023-2024 school year

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue Kindness Crew

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

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue with PBIS/House System and PurposeFull People.

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

Evaluation Data Sources: Mandatory Training certificates

Summative Evaluation: Met Objective

Next Year's Recommendation: Ensure all staff complete mandatory training.

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 75%, meeting grade level standard will be 45%, and mastering grade level standard will be 20% on STAAR Reading.

High Priority

Evaluation Data Sources: STAAR Reading

Summative Evaluation: Some 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 32%, and mastering grade level will be 15% on STAAR Math.

High Priority

Evaluation Data Sources: STAAR Math

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue Goal with focus on 4th grade

Performance Objective 3: 60% 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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 4: ESF: By April 2024, 90% of classrooms will be observed using high yield instructional strategies and student work will be at the application level or higher in the classroom.

High Priority

Evaluation Data Sources: Powerwalks data and observation

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 2023-2024 school year.

High Priority

Evaluation Data Sources: STAAR data, 2022 State Accountability report.

Summative Evaluation: Significant progress made toward meeting 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 to 31% by June 2024.

HB3 Goal

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue PLC work, no additional goal needed.

Performance Objective 7: HB 3: The percent of Bear Creek Elementary 3rd grade students who achieve Meets and above in Reading will increase to 49% by June 2024.

HB3 Goal

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue

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

Next Year's Recommendation: Completed

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: Some progress made toward meeting Objective

Next Year's Recommendation: Continue, make this a targeted focus.

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

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: Met 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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue next year.

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%.

Summative Evaluation: Significant progress made toward meeting Objective

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

Summative Evaluation: Met Objective

Performance Objective 3: BCE will increase our student attendance from 93.89% to 94.39% by the end of the 24-25 school year.

Evaluation Data Sources: Attendance rates

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 2% points in the 2023-2024 school year. Beck Junior High will implement strategies to increase student performance that will close the academic performance gaps and between student sub-populations. More specifically student sub-populations of economically disadvantage, SPED, and EB 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: Some progress made toward meeting Objective

Next Year's Recommendation: Revise this goal for next school year.

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: Growth of all students is always a goal; however, this goal needs to be modified for next school year.

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: Repeat for next school year.

Performance Objective 4: To support student growth and learning, student attendance rates must be 97% or higher. Beck Junior High will increase the overall student attendance average by 1%.

Evaluation Data Sources: Attendance rates per grading period's, Student tracking of 6 students who are on the boarder of this goal, incentive program effectiveness

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue this goal next school year focusing on student attendance.

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: Continue systems for alignment and communication within teams and departments.

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 systems that ensures equity for all students.

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: Exceeded Objective

Next Year's Recommendation: Continue character strong for students.

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: Leaders will continue to use data to inform practice and make 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: Significant progress made toward meeting Objective

Next Year's Recommendation: Teachers attended district PD during the summer and throughout the school year.

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

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Data will continue to be used to inform practice for student progress.

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

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Refocus this goal towards a data protocol and review timeframe.

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: Significant progress made toward meeting Objective

Next Year's Recommendation: Digital resources and focus will continue 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: 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: We strive to hire the best certified staff for our students and this will continue next school year.

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

Next Year's Recommendation: Continue to partner with PTA in building these connections with the community.

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).

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to communicate and follow all requirements.

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: Met Objective

Next Year's Recommendation: The MTSS-B committee and Behavior Task Force will be continued next school year in supporting student's emotional well-being. Counselors will continue delivering lessons for Bulldog Strong.

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

Summative Evaluation: Met Objective

Next Year's Recommendation: This tailored approach needs to be continued.

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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue character strong and our supports through our Behavior Task Force.

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.

Summative Evaluation: Met Objective

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: Met Objective

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: Significant progress made toward meeting Objective

Performance Objective 4: Increase Economically Disadvantaged student Reading scores in the Meets Grade Level or Above category 2% for the 2023-2024 school year.

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

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 5: Teachers focus on increasing the rigor and depth of instruction through utilizing the Fundamental 5 framework for classroom instruction.

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

Summative Evaluation: Met Objective

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

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: 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: 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 students to meaningfully participate in all areas of student life.

Summative Evaluation: Met Objective

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.

Summative Evaluation: Met Objective

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

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: Significant progress made toward meeting Objective

Performance Objective 2: BDJH administration will host a monthly 'Aspiring Leaders' group meeting which will include such topics as resume building, interviewing skills, shadowing opportunities, networking, etc.

Evaluation Data Sources: sign in sheets, agendas

Summative Evaluation: Met Objective

Performance Objective 3: BDJH has a Sunshine Committee that is responsible for planning and organizing social events both on campus and off campus providing opportunities for staff to connect and build morale.

Summative Evaluation: Met Objective

Performance Objective 4: BDJH will give staff members an opportunity to serve on a PBIS committee. This committee will meet monthly to review data, implement new ideas for behavior incentives, and discuss other ways to address student behavior in a positive manner.

Summative Evaluation: Met Objective

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: Met Objective

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

Goal 5: 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 2023-2024 school year.

Summative Evaluation: Met Objective

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

Summative Evaluation: Met Objective

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

Summative Evaluation: Met Objective

Performance Objective 4: BDJH uses research based backward design strategies in developing assessments. Instructional Coaches and administration are active participants in the PLC process, which includes both test development and data mining to determine both student performance/ progress and the robustness of each assessment.

Evaluation Data Sources: assessments, PLC notes

Summative Evaluation: Met Objective

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: 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

Summative Evaluation: Significant progress made toward meeting 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: 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

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: Evaluate and revise existing campus community partnership structures.

Evaluation Data Sources: Revision of community partnerships as necessary

Summative Evaluation: Met Objective

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

Summative Evaluation: Met Objective

Goal 9: Attendance Incentive - BDJH is committed to actively monitoring and increasing student attendance.

Performance Objective 1: Attendance will be incentivized through the offering of a perfect attendance party each six weeks.

Evaluation Data Sources: Attendance data

Summative Evaluation: Met Objective

Goal 10: Student Discipline: BDJH is committed to providing a physically and psychologically safe, positive, and developmentally appropriate learning

environment through the fair, firm and consistent application of the Katy ISD Discipline Management Plan.

Performance Objective 1: The focus of BDJH administration and staff is to proactively implement strategies that positively impact student behavior. This multi pronged focus includes the use of positive reinforcement of behaviors through PBIS, additional training for teaching staff on de-escalation strategies, a clear disciplinary framework which includes a level system to help teacher navigate behavioral issues they may encounter, a deeper focus student engagement in the classroom, and a fair, firm and consistent framework for addressing disciplinary issues.

Evaluation Data Sources: PEIMS data, PBIS data

Summative Evaluation: Met Objective

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 2023-2024 school year. Special notice will be given to our sub-populations that include our special education students and our Asian students.

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

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: In addition, targeted ESL students and those needing intervention hours will participate in before/after school extended day support (i.e. Dreambox, tutorials, Amira.

Evaluation Data Sources: Dreambox, tutorials, Amira

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue to offer before/after school support

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

Evaluation Data Sources: PD given to teachers throughout the school year, targeted on Small group instruction.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We need to provide more consistent PD to teachers throughout the year

Performance Objective 4: Overall student attendance will increase for the 2023-2024 school year by 1.5% (from 95.51% to 97%).

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: We will continue with attendance incentives

Performance Objective 5: Increase the number of students participating in the campus Coordinated Health Program

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

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 6: ESF: 90% of our teachers will be utilizing small group time efficiently as evidenced by learning walk data and specified small group time built into schedules.

Evaluation Data Sources: Learning walk data, schedules built that indicate small group learning time

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue this goal for next year

Performance Objective 7: HB3: The percent of Bethke Elementary 3rd grade students who achieve Meets and above in Reading will increase to 63% by July 2024.

HB3 Goal

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 8: HB3: The percent of Bethke Elementary 3rd grade students who achieve Meets and above in Math will increase to 46% by July 2024.

HB3 Goal

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: Some progress made toward meeting Objective

Next Year's Recommendation: We will meet on a regular basis

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: continue to build our community

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

Performance Objective 1: Bethke will implement the Ron Clark House system as our main source of PBIS. In addition, 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: House leaderboard (visible in the main hall), discipline dashboard, agendas and calendars from PurposeFULL people morning meetings, Counselor Guidance Lesson Plans

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: continue

Performance Objective 2: Bethke will provide ongoing training on the process of reporting bullying, as indicated in the Student Safety Survey.

Evaluation Data Sources: student safety survey, counselor guidance lessons, disciplinary talks with students

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: continue

Bryant Elementary School Performance Objectives

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

Performance Objective 1: HB3: The percent of Bryant Elementary third grade students who achieve meet and above in reading will increase to 70% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR 2024

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Teachers will continue to work with teams to design small group lessons that meet the needs of individual students and implement these small groups daily

Performance Objective 2: HB3 & ESF: The percentage of Bryant Elementary third grade students who achieve meets and above in math will increase 62% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: Math STAAR 2024

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Target will increase to 70%

Performance Objective 3: The percentage of EL students demonstrating growth will increase by 10%, as measured by STAAR and TELPAS 2024

Evaluation Data Sources: STAAR and TELPAS 2024

Summative Evaluation: Met Objective

Next Year's Recommendation: ESL teachers will co-teach in all grade levels to continue the 10% growth

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

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: CATCH committee will meet each semester to align curriculum across the school setting

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

Performance Objective 1: Foster a school culture of kindness and care that is instilled in all students.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue to build upon the culture of kindness and care through varied opportunities, experiences, and learning.

Performance Objective 2: Bryant Elementary will implement the Ron Clark House system.

High Priority

Evaluation Data Sources: Discipline data, school safety survey, staff feedback

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue to build upon the foundation of the Ron Clark House System and make adaptations with our anticipated growth.

Performance Objective 3: Provide staff, students and parents with information, resources and tools to provide the social/emotional needs for all.

Evaluation Data Sources: Culture and Climate survey results, student safety survey results, staff feedback

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue with monthly classroom lessons; add additional parent sessions

Performance Objective 4: Increase the 23-24 daily student attendance by 1% through the implementation of an attendance improvement plan.

Evaluation Data Sources: ADA data from 2023-2024

Next Year's Recommendation: Include attendance on the agenda for our weekly administrative meetings, provide parent sessions on attendance, and implement an incentive for attendance

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: Build strategic partnerships with parents which engage the entire community.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Parents will be introduced to communication through Canvas.

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

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: continue with this goal

Performance Objective 2: HB3: The percent of Campbell Elementary 3rd grade students who achieve Meets and above in Math will increase to 72% by July 2024.

HB3 Goal

Summative Evaluation: Exceeded Objective

Performance Objective 3: HB3: The percent of Campbell Elementary 3rd grade students who achieve Meets and above in Reading will increase to 82% by July 2024.

HB3 Goal

Summative Evaluation: Exceeded 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

Performance Objective 5: Increase campus student attendance by at least .5% to ensure students are at school for instruction

High Priority

Evaluation Data Sources: attendance 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: 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

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: 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

Summative Evaluation: Significant 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: 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

Summative Evaluation: Significant progress made toward meeting 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: 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

Summative Evaluation: Met Objective

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

Summative Evaluation: Significant progress made toward meeting 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: 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

Summative Evaluation: Met Objective

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

Summative Evaluation: Met Objective

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 for ALL students by increasing our use of differentiated learning in the classroom.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: In order to provide a WELL-ROUNDED learning program, 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 95%.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Teachers should incorporate more strategies to enhance student engagement and conversations such as debates, discussions, and elbow partners.

Performance Objective 3: Social Studies teachers will increase the percentage of Special Education students scoring at MEETS GRADE LEVEL on the Social Studies STAAR Assessment to 25%.

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 25%.

Performance Objective 5: RLA teachers will increase the percentage of ALL students scoring Approaches Grade Level to 75% in all three grade levels, and all SPED students to 25% as evidenced by CBA, DLA, and STAAR 2024 data.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue targeted focus of this objective and strategies based on updated STAAR scores

Performance Objective 6: In science 60% of ALL students will score at Meets Grade Level on CBA and DLA assessments.

Summative Evaluation: Met Objective

Performance Objective 7: In science 40% of special education students will score at Meets Grade Level on CBA/DLA assessments.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 8: In science 50% of EL students will score at Meets Grade Level on CBA and DLA assessments.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 9: In order to provide WELL-ROUNDED learning in science 40% of KAP/GT students will score at the Masters Grade Level on CBA and DLA assessments.

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 10: In Math 65% of all students in grades 6-8 will demonstrate 1+ years of growth as measured by Domain 2 of STAAR Accountability.

Summative Evaluation: Met Objective

Performance Objective 11: In order to meet the needs of ALL students, especially AT-RISK students, Math teachers will increase the number of math students in each sub-population in Domain 3 of the state accountability system (Closing Achievement Gaps) for grades 6-8 by 5% from 2023 STAAR results.

Summative Evaluation: Met Objective

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

Summative Evaluation: Some progress made toward meeting Objective

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 data from school year 2022-23 to data from school year 2023-24.

Summative Evaluation: Significant progress made toward meeting Objective

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

Summative Evaluation: Met Objective

Performance Objective 3: CJH will increase student average daily attendance by 0.5% for the 2023-24 school year.

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 leaders will increase communication regarding routine campus policies and procedures.

Evaluation Data Sources: Annual Staff Survey

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: Cardiff Junior High will assist parents and students with transitioning successfully from elementary to junior high and from junior high to high school.

Summative Evaluation: Met Objective

Next Year's Recommendation: Same as 2023-2024 school year.

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 the district reading growth measurement.

Evaluation Data Sources: Growth measurement assessments such as Amira, HMH Growth Measure, TxKEA

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 2: The overall STAAR Reading Average %AMM (Approaches, Meets, Masters) will improve ten percentage points from 2023 to 2024.

Evaluation Data Sources: STAAR data, 2024 Accountability Report

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 3: The overall STAAR Math Average %AMM (Approaches Meets Masters) will improve 12 percentage points from 2023 to 2024.

Evaluation Data Sources: STAAR results, Accountability information for 2024

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 4: The overall STAAR Science Average %AMM (Approaches, Meets, Masters) will improve 12 percentage points from 2023 to 2024.

Evaluation Data Sources: STAAR data, 2024 Accountability Report

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 5: HB3 - The percent of Cimarron Elementary 3rd grade students who achieve Meets and above in Reading will increase to 59%

by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR Scores, 2024 Accountability Ratings

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 6: HB3 - The percent of Cimarron Elementary 3rd grade students who achieve Meets and above in Math will increase to 53% by July 2024.

HB3 Goal

Evaluation Data Sources: Comparison of the 2023 to 2024 STAAR Scores for Math

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

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 2023 progress measures.

Evaluation Data Sources: STAAR data, 2024 State Accountability

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 8: ESF: 75% of Cimarron Elementary teachers will exhibit small group lessons at the Core Action 2 and 3 indicators from our CE Instructional Roadmap.

Evaluation Data Sources: Instructional RoadMap Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

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: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

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

Performance Objective 11: Increase the number of students participating in fine arts competitions, including music and art, both at and beyond the district level.

Evaluation Data Sources: Student participation and placement in district competitions.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 12: At Cimarron Elementary, 60% of students in grades 3-5 will be scored as correct on their Short Constructed Response answers on the RLA 2024 STAAR test.

Evaluation Data Sources: Literacy Module Assessment SCR student responses, student reading response exit tickets and notebook entries

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 13: At Cimarron Elementary, at least 40% of students in grades 3-4 will receive a score of 4 or higher on their Extended Constructed Response answer on the RLA 2024 STAAR test. At least 55% of students in grade 5 will receive a score of 4 or higher.

Evaluation Data Sources: Literacy Module Assessment ECR student responses, student reading response exit tickets and notebook entries

Summative Evaluation: Some 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: 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: Significant progress made toward meeting Objective

Next Year's Recommendation: Discontinue

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

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 4: Cimarron Elementary will improve their overall Average Daily Attendance (ADA) rate from 93.57% in the 2022-23 school year to 94.07% in the 2023-24 school year.

Evaluation Data Sources: ADA rates

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

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: DAs, CBAs, STAAR, Math Checkpoints, Dreambox Reports

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

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, Amira data, Counselor Personal Survey, Math Running Records, Dreambox Launchpad

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

Next Year's Recommendation: Continue

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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

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: Continue

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 and provide a well-rounded education 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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

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

Summative Evaluation: Met Objective

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

Evaluation Data Sources: TEA Accountability Report

Summative Evaluation: Significant progress made toward meeting Objective

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

Evaluation Data Sources: TEA Accountability Report

Summative Evaluation: Significant progress made toward meeting Objective

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

HB3 Goal

Summative Evaluation: Significant progress made toward meeting Objective

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

Evaluation Data Sources: Failure Rate Report

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: 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.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: Provide instructional and professional support for new teachers through Think Tank Thursday sessions, learning walks and mentors for new teachers.

Evaluation Data Sources: Think Tank attendance, classroom observations, learning walks, attendance to mentor meetings

Summative Evaluation: Significant 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: CRHS would like to increase parental engagement in the educational process as well as PTSA memberships for the 2023-24 school year by simplifying the process and doing more frequent marketing.

Evaluation Data Sources: Membership report in May 2023

Summative Evaluation: Significant progress made toward meeting Objective

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.

Summative Evaluation: Significant progress made toward meeting Objective

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

Summative Evaluation: No 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: 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: 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

Next Year's Recommendation: Continue goal. Every year there are new students and we want to uphold our history of meeting or exceeding state and national average.

Performance Objective 2: CRJH will increase student daily attendance from 96.7% Overall Average for 2022-2023 School Year to 97.7% for the 2023-2024 School Year.

High Priority

Evaluation Data Sources: End of the 6 weeks ADA rate. End of year ADA rate.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Our unofficial EOY ADA rate was 96.66. Last years ADA rate was 96.19.

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: Some progress made toward meeting Objective

Next Year's Recommendation: Continue goal as our EB and SpEd population continues to rise.

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 2023-2024 school year.

Evaluation Data Sources: STAAR Online implementation

Summative Evaluation: Exceeded 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

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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to work on staff morale.

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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue working with PTA and outside organizations to create opportunities for parent involvement.

Creech Elementary Performance Objectives

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

Performance Objective 1: HB3 - The percent of 3rd grade Creech Elementary students who achieve meets and above in Reading will increase to 78% by July 2024..

HB3 Goal

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

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Preliminary STAAR results reflect 75.3% students achieved Meets or higher on 2024 STAAR ELAR.

Performance Objective 2: HB3 - The percent of 3rd grade Creech Elementary students who achieve Meets and above in Math will increase from to 73% by July 2024.

HB3 Goal

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

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Preliminary STAAR results reflect 62% students achieved Meets or higher on 2024 STAAR Math.

Performance Objective 3: Increase the number of students participating 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

Performance Objective 4: Creech Elementary Average Daily Attendance for 2023-2024 school year will increase by .5% overall.

Evaluation Data Sources: ADA percentage by grade level will be analyzed for improvement each 6 weeks.

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: Significant progress made toward meeting 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: 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: The Bright Bytes survey was not utilized this school year.

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

Performance Objective 1: SCE will utilize the framework of MTSS to address the emotional needs and well-being of all students through a coordination of all campus support systems in place at Creech.

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, MTSS B committee meetings, and guidance lesson schedule.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with Campus-wide programs of PurposeFull People, Conscious Discipline, and House System.

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 will involve and engage stakeholders through unique events, partnerships, and educational outreach opportunities throughout the school year that supports academic achievement.

Evaluation Data Sources: Multiple events and outreach opportunities are consistent on the campus calendar and executed with fidelity.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: Creech Elementary will involve and engage stakeholders through unique events, partnerships, and educational outreach

opportunities throughout the school year that supports the social and emotional needs of students.

Evaluation Data Sources: Events and outreach opportunities are consistent on the campus calendar and executed with fidelity.

Summative Evaluation: Met Objective

Goal 6: 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: Creech will implement a coordinated approach to Campus Discipline Management so that total discipline referrals in 2023-2024 reflect a reduction of at least 15% compared to the 2022-2023 total.

Evaluation Data Sources: 2023-2024 End of year discipline referral data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to implement MTSS-B strategies school wide.

Goal 7: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Teachers and staff will fully implement the Amira assessment system along with HMH end of module assessments to inform the systematic literacy instruction in place in our ELA classrooms.

Evaluation Data Sources: Ongoing Amira assessment data will be analyzed and monitored.

Summative Evaluation: Met Objective

Davidson Elementary Performance Objectives

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

Performance Objective 1: HB3: The percentage of Davidson Elementary 3rd grade students who achieve Meets and above in Math on STAAR will increase to 77% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue on this goal as it was missed by a few percentage points.

Performance Objective 2: By July 2024, 93% of all 5th-grade students will meet standards on the Science STAAR assessment

Evaluation Data Sources: Students will engage in hands-on science experience using the ADI approach. Teachers will receive training and ongoing support to encourage implementation with fidelity.

Summative Evaluation: No progress made toward meeting Objective

Next Year's Recommendation: Hands on science will be a focus for all grade levels next school year.

Performance Objective 3: HB3: The percentage of Davidson Elementary 3rd grade students who achieve Meets and above in Reading on STAAR will increase to 86% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to work on this goal.

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: Davidson Elementary will increase daily attendance by at least five students.

Evaluation Data Sources: Daily Attendance

Summative Evaluation: Significant progress made toward meeting 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 2024, Davidson Elementary will ensure resources and professional development are appropriately allocated in order to maximize student and teacher engagement and growth.

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: 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: Significant progress made toward meeting 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

Performance Objective 3: HB 3: The percent of 3rd grade Exley Elementary students who achieve Meets and above in Math will increase to 77% by July 2024.

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: Some 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 to 74% by July 2024.

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

Performance Objective 6: JEEs daily average attendance will increase from 95% to 96% .

Evaluation Data Sources: daily attendance

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 and one year 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: Met 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: 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

Faldyn Elementary Performance Objectives

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

Performance Objective 1: HB3: The percent of Faldyn Elementary students who achieve Meets and above in 3rd Grade STAAR Reading Language Arts will increase to 63% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR RLA

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Revise and continue

Performance Objective 2: On the Spring 2024 STAAR Reading/Language Arts assessments, 84% of students will score at the approaches level and 51% at meets or above.

Evaluation Data Sources: STAAR RLA

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Revise and continue

Performance Objective 3: HB3: The percent of Faldyn Elementary students who achieve Meets and above in 3rd Grade STAAR Math will increase to 46% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR Math

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Revise and continue

Performance Objective 4: On the Spring 2024 STAAR Math assessments, 71% of students will score at the approaches level and 40% at meets or above.

Evaluation Data Sources: STAAR Math

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Revise and continue

Performance Objective 5: EB: The percentage of students increasing at least one proficiency level on the Spring 2024 TELPAS Composite will increase by at least 2% when compared to Spring 2023 results.

Evaluation Data Sources: TELPAS Scores

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Revise and continue

Performance Objective 6: 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: Revise and continue

Performance Objective 7: Attendance: Faldyn Elementary will see an attendance rate of 94% or higher.

Evaluation Data Sources: Attendance Dashboard

Summative Evaluation: Met Objective

Next Year's Recommendation: Revise and continue

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 per grading period will be used in math and RLA.

Evaluation Data Sources: Formative Assessments

Summative Assessments

Small & Whole Group Lesson Plans

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Performance Objective 2: Teachers will model and foster a growth mindset in students by setting growth goals and monitoring student progress throughout the school year.

Evaluation Data Sources: Data trackers, assessment data, Amira, Dreambox, Progress Learning

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to work on teachers having students be part of the goal setting process versus teachers doing it on their own for the kids.

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: Strive / End of Year Conferences

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

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: Faldyn Elementary will offer at least two parent engagement opportunities during the school year.

Evaluation Data Sources: Volunteer Hours, Surveys, Calendar of Events

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Revise and Continue

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

Performance Objective 1: Faldyn will create a safe environment for all staff, students, and campus visitors.

Evaluation Data Sources: Visitor Logs, Raptor Drill Log, Discipline Data

Summative Evaluation: Met Objective

Next Year's Recommendation: continue

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 to 83% by July 2024.

HB3 Goal

Evaluation Data Sources: CBA, DLA, Amira, STAAR Reading Data, TPRI, TXKEA

Summative Evaluation: Met Objective

Next Year's Recommendation: Next year we will continue to work towards an increase in meets and above performance.

Performance Objective 2: HB3 - The percent of Fielder Elementary students who achieve Meets and above in Math will increase to 71% by July 2024.

HB3 Goal

Evaluation Data Sources: CBA, DLA, STAAR Math Data

Summative Evaluation: Met Objective

Next Year's Recommendation: Next year we will continue to work towards an increase in meets and above performance.

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: Physical education teachers will continue to help our Falcons focus on healthy eating and exercise.

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: Significant progress made toward meeting Objective

Next Year's Recommendation: With the 1:1 initiative in grades 3-5, all grade levels will focus on the use of Canvas as a technology tool.

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

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: Exceeded Objective

Next Year's Recommendation: We will continue to provide engagement opportunities for our EB population.

Performance Objective 4: Fielder Elementary will create an attendance program to ensure an increase in staff and student attendance.

Evaluation Data Sources: ADA attendance

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: We will continue to focus on attendance strategies to increase student attendance and decrease tardy rates.

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: Met Objective

Next Year's Recommendation: We will continue this goal and incorporate RLA academic goal setting.

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

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 ensure compliance with ESL certification requirements prior to January.

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 will continue to focus on bullying and school culture to ensure our Falcons feel connected to our campus and one another.

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 2023-2024 school year, the percentage of all Franz students at the Meets level in all sub-groups will increase by 20% 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 2023-2024 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: Significant progress made toward meeting Objective

Performance Objective 3: By the end of the 2023-2024 school year, the percentage of all Franz students at the Meets level in all sub-groups will increase by 20% for science.

High Priority

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: No progress made toward meeting Objective

Performance Objective 4: By the end of the 2023-2024 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: No 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: HB3: The percent of Franz Elementary 3rd grade students who achieve Meets or above in Reading will increase to 52% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: 2023-2024 STAAR Reading data

Summative Evaluation: No progress made toward meeting Objective

Performance Objective 7: HB3: The percent of Franz Elementary 3rd grade students who achieve Meets or above in Math will increase from 49% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: 2023-2024 Math STAAR data

Summative Evaluation: No 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: Met 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: 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: 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 2023-2024 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: Some 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: Some progress made toward meeting 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 12%

Summative Evaluation: Significant 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 to ensure that all students are receiving a well-rounded education.

Evaluation Data Sources: Franz Elementary will decrease the number of student office referrals by 20% for the 2023-2024 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: Some 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 (optional)

Performance Objective 1: 56

Root Cause: With the new staff our focus will continue on small group instruction.

Incremental Outcome 1 (optional): At least least 8 out of the 15 new teachers in grades 3-5 will demononstrate profienciency level of differentiating within small groups as evidenced by the campus small group rubric.

District Actions: Monitor and support campus.

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?
-aligning instructional practices and beliefs -time for them to become acculumated -time for them to put into practices what was learned	Action Step 1, Action Step 2, Action Step 3, Action Step 4	

Goal 2A (optional)

Performance Objective 1: 56

Root Cause: With the new staff our focus will continue on small group instruction.

2023-2024 Reflection

Summer Planning

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 to 59% by July of 2024.

High Priority

HB3 Goal

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

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue with current goal with an emphasis and renewed focus on Grade Level rigor and TEKS Analysis. How will we know when students have mastered the standard and how will we respond when they have not shown mastery?

Performance Objective 2: HB3: The percentage of 3rd -grade students who achieve Meets or above on Math STAAR will increase to 56% by July 2024.

HB3 Goal

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

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue with current goal with an emphasis on Accelerated Instruction, Grade Level rigor and TEKS Analysis. How will we know when students have mastered the standard and how will we respond when they have not shown mastery?

Performance Objective 3: ESF- By May of 2024, 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

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue with current goal with an emphasis and renewed focus on Grade Level rigor and TEKS Analysis. How will we know when students have mastered the standard and how will we respond when they have not shown mastery?

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 2024.

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

Summative Evaluation: Met Objective

Performance Objective 5: 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

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 engagement 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: 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 to 91% by July 2024.

HB3 Goal

Evaluation Data Sources: Amira, 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 to 80% by July 2024.

HB3 Goal

Evaluation Data Sources: Amira, 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

Performance Objective 4: The PE department will continue to sponsor a walking/jogging club at MGE. The children will be given particular days for the club, set goals and work to have one third of the students achieve a marathon by the end of the year. A large bulletin board will track individual progress and conferences with the coaches will encourage and ensure all reach their goals. Marathoners will be presented on morning announcements and earn a golden shoe tag. House points will be distributed for each marathoner to their respective house.

Evaluation Data Sources: Number of students who reach marathon status and double marathon status.

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 Amira, 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 -increase by 3% Third Grade Math- increase by 4% Fourth Grade Reading- Increase by 2% Fourth Grade Math -increase by 2%, Fifth Grade Reading- increase by 2%, and Fifth Grade Math-increase by 2%

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 by 2% 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, Amira, 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.

High Priority

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

Performance Objective 2: Classroom teachers and support staff will work with children to create personal goals for learning. They will be monitored and evaluated quarterly.

High Priority

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

Performance Objective 3: At the BOY and two weeks prior to the end of a quarter, we will set aside time to examine the end of unit assessments in

ELAR, math and science as a team with the coaches and support personnel. We will work through a backwards design to create a plan for learning that incorporates lessons to assist with students mastering the end of unit assessments with high degrees of accuracy.

Evaluation Data Sources: Successful performance on end of unit assessments in ELAR, math and science.

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 .

High Priority

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.

High Priority

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 and fourth grades through ESSER Funds. We will also hire and retain a long term substitute for the campus to fill empty position due to absences. When all are faculty are present and accounted for this person will be used to staff high needs classrooms with behavioral and academic support or cover classrooms while teachers complete individual assessments for and of learning.

High Priority

Evaluation Data Sources: STAAR, Amira, Rigby, CLAs and DLAs

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.

High Priority

Evaluation Data Sources: Agendas from meeting, reflection sheets, BOY inservice.

Performance Objective 5: MGE will attend two National Conventions this school year with faculty representatives.; NCTM in Washington DC in the fall semester and ASCD in the spring semester in Washington, DC. and return to implement new activities into the campus life.

High Priority

Evaluation Data Sources: Attendance of three to four administrators and/or teachers at each of the conferences.

Performance Objective 6: To secure enough Chromebooks for Grades 3-5 to ensure one student to one designated device.

High Priority

Evaluation Data Sources: Purchase of devices to meet the one-to-one student to Chromebook need.

Performance Objective 7: Secured under retrofit.

High Priority

Evaluation Data Sources: District Retrofit budget

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.

High Priority

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: MGE will establish a student yearbook club and newspaper club within the House System to teach and to design student-created sections of the yearbook and a digital school newsletter for purposeful writing.

Evaluation Data Sources: Creation of a Grizzly Yearbook Club and Griffin Newspaper

Next Year's Recommendation: Possible for next year.

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, interests, aspirations, and cultural backgrounds of all learners.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue to give teachers time to plan. We will also expand opportunities for students and staff to be recognized.

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

Next Year's Recommendation: We will continue with this objective.

Performance Objective 3: All emergent bilingual (EB) students 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).

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We will continue to provide opportunities for our EB/ESL students to access the curriculum and be a part of the school.

Performance Objective 4: Teachers are informed of the English language proficiency levels of emergent bilingual (EB) students in their classrooms, and Professional Learning Communities actively utilize the English Language Proficiency Standards (ELPS) to provide meaningful opportunities for EBs to develop social and academic English proficiency in listening, speaking, reading and writing.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We will continue to provide opportunities for our EB/ESL students to access the curriculum and be a part of the school.

Performance Objective 5: Teachers of emergent bilingual (EB) students participate in professional development that addresses instruction that is sheltered and culturally responsive.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We will continue to provide opportunities for our EB/ESL students to access the curriculum and be a part of the school.

Goal 2: 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 2023-2024 school year.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: The campus will continue to administer the checkpoints and use the data to tailor instruction.

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

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We will train content teams to look at and use data in planning.

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 define a proficiency standard for all stakeholders and establish a training pathway for digital and security best practices.

Evaluation Data Sources: Proficiency standard established

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: As a new 1:1 campus, we will train staff and students on security best practices.

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: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue to recruit and retain high quality educators.

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

Next Year's Recommendation: We will identify more mentors for our new teachers. We will provide more opportunities for mentors to meet.

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: Some progress made toward meeting Objective

Next Year's Recommendation: The campus will continue to expand the opportunities for parents and the community to be a part of the school.

Performance Objective 2: Provide parent engagement activities to parents/guardians of emergent bilingual (EB) students that is supplemental to the services provided to all parents.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We will work the the ESL staff to provide more events for EB families to attend.

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

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We will work the the ESL staff to provide more events for EB families to attend.

Goal 6: 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: Met Objective

Next Year's Recommendation: We will continue to run all required drills.

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: Significant progress made toward meeting Objective

Next Year's Recommendation: We will have a more structured Character Strong time.

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

Next Year's Recommendation: The campus will continue to deliver programs to student and search for new ones to introduce.

Performance Objective 4: The campus will work to decrease the amount of time students spend out of the classroom for violations of the Student Code of Conduct.

Evaluation Data Sources: Discipline reports

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue to use disciplines that keep students in the learning environment.

Performance Objective 5: The Campus will work to increase consistent student attendance.

High Priority

Evaluation Data Sources: Daily attendance reports, Raawee Dashboard

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue to monitor attendance and work with families to overcome attendance barriers.

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 to 74% by July 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR data

Performance Objective 2: HB3- The percent of third grade Hayes Elementary students who achieve Meets and above in Math will increase from 73% by July 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR data

Summative Evaluation: Met Objective

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: 2024 STAAR Data

Summative Evaluation: Met Objective

Performance Objective 4: Grades 3-5 Special Education students will increase by 5% in Meets Grade Level for all STAAR tested subjects.

Evaluation Data Sources: 2024 STAAR results will be utilized to determine if scores increased by 5% .

Summative Evaluation: Met Objective

Performance Objective 5: 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

Performance Objective 6: JHE will increase student attendance from 95.54% to 96.04% for the 2023-2024 school year.

Evaluation Data Sources: ADA daily attendance

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: 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

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 assessments and behavior data.

Summative Evaluation: Met Objective

Goal 3: 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 and Community Circles as well as feedback from students and staff

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 newsletter, Faculty Meeting Agendas, 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: 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: Met Objective

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: Significant progress made toward meeting Objective

Next Year's Recommendation: continue

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

Performance Objective 3: HB3: The percent of Holland Elementary 3rd grade students who achieve Meets and above in Reading will increase to 74% by July 2024.

HB3 Goal

Evaluation Data Sources: Campus Bases Assessment Data

Interim Assessment Data

STAAR Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 4: HB3: The percent of Holland Elementary 3rd grade students who achieve Meets and above in Math will increase to 80% by July 2024.

HB3 Goal

Evaluation Data Sources: DreamBox Data

Common Assessment Data

Interim Assessment Data

STAAR Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

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

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

Performance Objective 2: Bonnie Holland Elementary will involve and engage stakeholders through unique events, partnerships, and educational outreach opportunities throughout the school year that supports academic achievement.

Evaluation Data Sources: Campus Calendar, School Newsletter, PTA Events Schedule

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to provide engagement opportunities for families.

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

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: 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: Continue

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

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Hutsell Elementary Performance Objectives

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

Performance Objective 1: HB3: The percent of Hutsell Elementary 3rd grade students who achieve Meets and above in Reading will increase to 52% by July 2024.

HB3 Goal

Evaluation Data Sources: Modules - Formative Assessments

2023 STAAR Reading Scores

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 2: HB3: The percent of Hutsell Elementary 3rd grade students who achieve Meets and above in Math will increase to 53% by July 2024.

HB3 Goal

Evaluation Data Sources: 2023 STAAR Math Scores

Checkpoints - 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 29% to 34% by July 2024. The long term goal is to increase to 39% by 2025.

Evaluation Data Sources: 2023 STAAR Science Scores

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 2023-2024 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/HB1416: 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 2023-2024 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 2023-2024 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

Performance Objective 7: The attendance rate will increase from 94.30% in 2022-2023 to 94.80% or higher by the end of the 2023-2024 school year.

High Priority

Evaluation Data Sources: Attendance reports

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: Met Objective

Next Year's Recommendation: Continue with goals

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: Continue and Modify

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 2023-2024 school year.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with Goals

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: Met Objective

Next Year's Recommendation: Continue with goals

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: Met Objective

Next Year's Recommendation: Continue with goals

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: Met Objective

Next Year's Recommendation: Continue with goals

Jenks Elementary Performance Objectives

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

Performance Objective 1: HB3: The percent of Jenks Elementary 3rd grade students who achieve Meets and above in Math will to 80% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: HB3 State Reports

Performance Objective 2: HB3: The percent of Elementary 3rd grade students who achieve Meets and above in Reading will increase to 79% by July 2024.

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 2024.

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

Performance Objective 5: ESF 5:2 Campus instructional leaders provide training and ongoing support so that teachers effectively use high-quality instructional materials 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 2023 - 2024 school year.

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 2024.

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

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 2024.

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

Performance Objective 2: Provide quality training and support of newly adopted RLA resources and instructional practices for our staff to ensure integrity of instruction is aligned across the campus and with our district vision and mission.

Evaluation Data Sources: Lesson plans, walk-through and observations, modeling in classrooms, professional learning opportunities

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

Performance Objective 1: Teachers will utilize and analyze results from the new assessments being rolled out through out new resources to help develop small group intervention and extention instruction that will help grow our students to reach their full potential.

Evaluation Data Sources: Campus based and district created assessments , AWARE data, small group plans and data

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

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. Utilization of the new Amira program and other Reading Intervention programs will be key in the development of our RLA small group structures and student support implementation.

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. Periodic measures of our data.

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.

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.

Performance Objective 3: Staff will monitor and analyze student attendance to see an increase of at least 1% overall improvement in our yearly data.

Evaluation Data Sources: Six week monitoring system for campus ADA, weekly messages encouraging good attendance, semi-semester attendance drives to boost attendance during our identified lower periods.

Jordan High School Performance Objectives

Goal 1: 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 move ADA from 93.99% to 94.49%. This is a shift of 14 more students attending school on a daily basis.

Evaluation Data Sources: ADA records

Summative Evaluation: Met Objective

Goal 2: 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

Summative Evaluation: Met Objective

Performance Objective 2: Core PLC teams will engage in team planning with clear processes for completing work assignment and completion using a team agenda.

Evaluation Data Sources: PLC observations by IC's, and Administrators.

Summative Evaluation: Met Objective

Performance Objective 3: HB3: The percent of Jordan High School students who achieve the CCMR target will increase to 94% by July 2024.

HB3 Goal

Evaluation Data Sources: Number of AP test taken, number of Dual credit courses signed up for, number of students completing IBC's

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 4: Teachers will commit to and complete a professional development pathway.

Evaluation Data Sources: Documentation in the teacher evaluation notebook, beginning of year and end of year evaluation meetings.

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: Core content teams are implementing backward design in PLCs

Evaluation Data Sources: PLC observation by IC's and Administration team.

Summative Evaluation: Significant progress made toward meeting Objective

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

Performance Objective 1: Implement SEL lessons, during enrichment, with fidelity across the campus.

Evaluation Data Sources: Student safety survey

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: Implement groups for anxiety, grief, and study skills-as needed.

Summative Evaluation: Significant progress made toward meeting Objective

Katy Elementary Performance Objectives

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

Performance Objective 1: HB3: The percent of Katy Elementary third grade students who achieve meets and above in reading will increase to 73% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR 2024

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: The percent of Katy Elementary third grade students who achieve meets and above in math will increase to 70% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR 2024

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: The percentage of EL students demonstrating growth will increase by 10%, as measured by STAAR 2024 and TELPAS 2024.

Evaluation Data Sources: STAAR reading, math and science 2024 ; TELPAS 2024

Summative Evaluation: Some progress made toward meeting Objective

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

Performance Objective 1: All staff will fully implement all campus developed PBIS schoolwide expectations and house system with fidelity.

High Priority

Evaluation Data Sources: PBIS data reports from app; Discipline data

Summative Evaluation: Significant progress made toward meeting Objective

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, MTSS data

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: Increase student attendance rate by 1/2 percent from 2022-23 ADA, in accordance with district initiative.

High Priority

Evaluation Data Sources: ADA data

Summative Evaluation: Significant progress made toward meeting Objective

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: HB3: The percent of Katy High School students who achieve the CCMR target will increase to 83% by July 2024.

HB3 Goal

Performance Objective 8: 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 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 Average Daily Attendance (ADA) rate by at least .5% for each six-weeks and for the year.
2022 ADA 1st Six-Weeks 96.04% 2023 ADA 1st Six-Weeks Target 96.54%

2022 ADA 2nd Six-Weeks 93.81% 2023 ADA 2nd Six-Weeks Target 94.31%
2022 ADA 3rd Six-Weeks 90.68% 2023 ADA 3rd Six-Weeks Target 91.18%
2022 ADA 4th Six-Weeks 94.18% 2023 ADA 4thSix-Weeks Target 94.68%
2022 ADA 5th Six-Weeks 94.07% 2023 ADA 5th Six-Weeks Target 94.57%
2022 ADA 6th Six-Weeks 91.16% 2023 ADA 6th Six-Weeks Target 91.66%
2022 Overall ADA 93.31% 2023 Overall ADA Target 93.81%

High Priority

Evaluation Data Sources: Daily attendance

Katy Junior High Performance Objectives

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

Performance Objective 1: By June 2024, 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.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue performance objective 1 and collaborative planning to make instructional adjustments to help learners to increase their meets and masters percentages.

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.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to conduct MTSS collaboratives and follow-ups based upon learners needs.

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 measuring health fitness with the fitness grams.

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

Performance Objective 1: Katy JH will continue to support the emotional well-being of all our learning community.

High Priority

Evaluation Data Sources: School stakeholders feedback

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue campus monthly meetings and Character Strong lessons.

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, LSSP and social worker, 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

Next Year's Recommendation: Continue addressing learner needs through MTSS and conducting monthly meetings to discuss learner needs along with progress.

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

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue providing information to families, learners, and staff.

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.

Summative Evaluation: Met Objective

Performance Objective 3: Kilpatrick Elementary reading teachers will utilize HMH and Amira Assessment System in grades K-5th to support reading instruction in the Reading Workshop model.

Summative Evaluation: Met Objective

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: Met Objective

Performance Objective 5: HB3: The percent of Kilpatrick Elementary students who achieve meets and above in Math will increase to 95% in 2024.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Scores, 2023-2024 Accountability Ratings, DLAs, Common Assessments, DreamBox Predictor,

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 6: HB3: The percent of Kilpatrick Elementary students who achieve meets and above in Reading will increase to 89% in 2024.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Scores, 2023-2024 Accountability Scores, Common Assessments, DLAs, TPRI, Kinder Entry Assessment (Texas KEA)

Summative Evaluation: Some 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: Significant progress made toward meeting 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 Small Group 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.

Evaluation Data Sources: Sign in sheets for attendance, master schedule

Summative Evaluation: Met Objective

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: Met 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.

Summative Evaluation: Significant progress made toward meeting Objective

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: Some progress made toward meeting 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: Some progress made toward meeting 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 , Calendar of Parent Orientation Night.

Summative Evaluation: Significant progress made toward meeting 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.

Summative Evaluation: Met Objective

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: Significant progress made toward meeting 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 lessons 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: Met 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: Met 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: Significant progress made toward meeting 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 23-24 school year.

Evaluation Data Sources: 2024 STAAR Scores; STAAR Accountability

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: Increase student performance on Math STAAR to 90% during the 23-24 school year for all students.

Evaluation Data Sources: 2024 STAAR Scores; STAAR Accountability

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: Increase student performance on Science STAAR during the 23-24 school year.

Evaluation Data Sources: 2024 STAAR Scores

Summative Evaluation: Some 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.

Evaluation Data Sources: T-TESS report data, Campus rubrics data

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 5: HB3: The percent of King Elementary 3rd grade students who achieve Meets and above in Reading will increase to 59% by July 2023.

HB3 Goal

Evaluation Data Sources: 3rd Grade STAAR Scores; STAAR Accountability

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 6: HB3: The percent of King Elementary 3rd grade students who achieve Meets and above in Math will increase to 50% by July

2023.

HB3 Goal

Evaluation Data Sources: 3rd Grade STAAR Scores; STAAR Accountability

Summative Evaluation: Some 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

Performance Objective 8: Increase the campus overall daily attendance average from 93.97% to 94.47% or above

High Priority

Evaluation Data Sources: ADA averages

Summative Evaluation: Significant 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: Allocate resources to facilitate quality learning experiences and a positive work environment

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to allocate resources to provide quality learning experiences and a positive work environment.

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: Significant progress made toward meeting Objective

Next Year's Recommendation: Purposeful and intentional PLC/PDR time will be

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: Exceeded Objective

Next Year's Recommendation: Continue with modification of the strategies.

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: Significant progress made toward meeting 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.

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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to involve all stakeholder in decision making as appropriate.

Performance Objective 2: Provide opportunities to enhance the partnership among students, parents, staff and community members.

Summative Evaluation: Met Objective

Next Year's Recommendation: Parental involvement and support will continue to be monitored.

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: Some progress made toward meeting Objective

Next Year's Recommendation: Continue and update campus designated roles with clear explanations of responsibilities.

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.

Evaluation Data Sources: Small group walkthrough rubric data

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue implementation of small group walk-through rubrics, professional learning on small group instruction, and leadership meetings focused on small group data.

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: 2024 Reading STAAR Data

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: HB3-The percent of Leonard students in 3rd grade who achieve meets or above in reading will increase to 59% by July 2024.

HB3 Goal

Evaluation Data Sources: Annual STAAR Reading Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Achievement fell from 50% to 46% in third grade. Focused PD and implementation of HMH with fidelity.

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: 2024 Math STAAR Data

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 5: HB3-The percent of Leonard students in 3rd grade who achieve meets or above in math will increase to 39% by July 2024.

HB3 Goal

Evaluation Data Sources: Annual STAAR Math Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Student achievement in third math increased 1 percentage point but did not meet the goal of 39%. Recommendation is focused math professional development.

Performance Objective 6: English Learners will score at or above the federal accountability rate in both reading and math.

High Priority

Evaluation Data Sources: STAAR Reading and Math

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 7: By May 2024, 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

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: Met Objective

Performance Objective 9: Leonard Elementary will improve the average daily attendance rate from 94.57% in 2022-2023 to 95.07% in 2023-2024 school year.

High Priority

Evaluation Data Sources: Daily and Weekly attendance report, RAAWEE reports

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue attendance incentives throughout the school year.

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: Exceeded Objective

Next Year's Recommendation: Rebuild PBIS committee with a focus on social skills and campus wide positive behavior.

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 focus on small group instruction as well as improved focus on instructional task.

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: 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: 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: Met Objective

Next Year's Recommendation: Continue building OLE reputation, recruit through job fairs, and building positive climate through staff appreciation, engagement, and

recognition.

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: The campus will continue various modes of communication for our community as well as provide multiple evening events focusing on curriculum, culture, and extracurricular activity options.

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: Met Objective

Next Year's Recommendation: Reestablish PBIS committee to create an updated set of universal expectations and take data on needed social skills.

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 to 34% by July 2024.

HB3 Goal

Evaluation Data Sources: 2023-24 Accountability Ratings.
CBA and District Math Checkpoint Assessments
Data Binders with anecdotal notes

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: continue

Performance Objective 2: HB3: The percent of Mayde Creek Elementary 3rd grade students who achieve Meets or above in Reading will increase to 52% by July 2024.

HB3 Goal

Evaluation Data Sources: Data Binders with anecdotal notes
2023-24 Accountability Ratings.
Amira, Learning Module Assessments, Growth Measure, and Campus Skill Assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: continue

Performance Objective 3: The percentage of all fifth grade Mayde Creek Elementary students who achieve Meets and above in Science will increase from 20% to 25%.

High Priority

Evaluation Data Sources: 2023-24 Accountability Ratings.
CBA and Science DLA Assessments
Data Binders with anecdotal notes

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: continue

Performance Objective 4: At-risk students in 1st grade -4th grade who do not meet state testing requirements in reading and/or math, will have the opportunity to attend a 3 week Summer Learning Academy.

High Priority

Evaluation Data Sources: Student progress will be tracked through estar.

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: 90% of Mayde Creek Elementary ELAR, Math, and Science teachers will be proficient at designing and implementing quality lessons utilizing the grade level google template evidenced by periodic data collected through campus walk throughs.

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

Performance Objective 1: Teacher and staff will fully implement Amira assessments, Growth Measure and end of module assessments from HMH.

Evaluation Data Sources: Amira and Growth Measure assessment data will be analyzed and monitored. Data digs will be held after the HMH end of module assessments.

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: Mayde Creek Elementary will create an attendance program to ensure an increase in staff and student attendance,

Evaluation Data Sources: ADA attendance for students and Kronos/ Frontline for staff

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: continue

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

Performance Objective 1: By June 2024, 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.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: 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: By June 2024, 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: Significant progress made toward meeting Objective

Next Year's Recommendation: continue

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 2024, Mayde Creek High School will improve SpEd and LEP passing percentages by 3% in order to close the achievement gap between these populations and the general student population.

Evaluation Data Sources: 2024 EOC Scores

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 2: By June 2024, Mayde Creek High School will improve student performance in English I by 5% for all students.

Evaluation Data Sources: 2024 EOC Scores

Summative Evaluation: No progress made toward meeting Objective

Next Year's Recommendation: Modify performance objective

Performance Objective 3: By June 2024, Mayde Creek High School will improve student performance in Algebra I by 3%.

Evaluation Data Sources: 2024 EOC Scores

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue - despite an increase of 8% in Algebra 1 scores, we are still well below pre-Covid performance levels

Performance Objective 4: By June 2024, 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 by 3%.

Evaluation Data Sources: 2024 EOC Scores

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 5: HB3: The percent of Mayde Creek High School students who achieve the College, Career, and Military Readiness target will increase to 64% by July 2024.

HB3 Goal

Evaluation Data Sources: College, Career, and Military Data Reports

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue and modify

Performance Objective 6: 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 7: By June 2024, Mayde Creek High School will improve SpEd and LEP passing percentages by 3% in order to close the achievement gap between these populations and the general student population.

Evaluation Data Sources: 2024 EOC Scores

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: Mayde Creek High School will reduce the number of At-risk students who fall behind their cohort group for the 2023-2024 school year.

Evaluation Data Sources: attendance plans, MTSS, failure rate reports, intervention participation

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue

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 2023-24 school year.

Evaluation Data Sources: PEIMS data, Ram Rewards data

Summative Evaluation: Some 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: PLTs will work collaboratively with Instructional Coaches, Instructional Coordinators, Academic Support Teachers, and administration with aligned protocols to make data-informed decisions regarding student achievement.

Evaluation Data Sources: PLT minutes and Instructional Coach and Instructional Coordinator input.

Summative Evaluation: Some progress made toward meeting 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: Mayde Creek High School will increase the number of grants written in 2023-2024 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 2023-24 school year.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue writing grants

Performance Objective 2: Mayde Creek High School will provide students with needed technology to support instructional goals.

Evaluation Data Sources: Principal
Instructional Coordinators

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 intentional Professional Development in order to meet student and staff needs in the 2023-24 school year.

Evaluation Data Sources: Eduphoria rosters of professional development, New Teacher Mentor program participation, lab school cohort participation, Seidlitz participation, teacher led choice PD

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

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, Jostens Renaissance

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 will increase the opportunities for stakeholders to engage with the campus by the end of the 2023-2024 school year.

Evaluation Data Sources: Open House analytics, Ram Camp participation, Remind analytics, Smore analytics, Canvas analytics, PTSA membership, Booster Club membership, Parent and Family Engagement Committee, Community outreach nights participations

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 by hosting Parent and Family Engagement Events to build the capacity of parents.

Evaluation Data Sources: Parent and Family Engagement Events, Number of parent meetings held, Number of people signed up for Remind accounts, Social media activity

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 3: Students will be provided outside of the classroom learning opportunities to explore real world experiences and build deeper connection and understanding of the content and our community.

Evaluation Data Sources: Participation in Parent and Family Engagement Events, Participation in provided opportunities

Summative Evaluation: Met 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, social worker, participation in the Character Strong program,

Summative Evaluation: Met 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

Mayde Creek Junior High Performance Objectives

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

Performance Objective 1: By the end of the academic year, at least 85% of all students taking the Math, Reading, Science, Social Studies STAAR will achieve the minimum expectation. Identified At Risk students will receive the appropriate intervention/remediation.

High Priority

Evaluation Data Sources: Campus Based Assessments
STAAR Data
DLA Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue goal, implement intervention period early in the school year, continue to identify and support At Risk students. Add in specific supports for intervention periods and summer learning. Include the introduction and usage of 1:1 technology for our campus.

Performance Objective 2: By the end of the academic year, increase the percentage of economically disadvantaged and English Learner (EL) students scoring "meets" on the Reading, Math, Science, and Social Studies STAAR by 5% from the current baseline.

Evaluation Data Sources: STAAR scores
Campus Based Assessments
DLA Data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Add in targeted supports for other subpopulations on campus. Improve targeted instruction focus.

Performance Objective 3: By the end of the academic year, to help create a well-rounded student support system, MCJH will establish a collaborative, flexible, safe, and respectful learning environment, as evidenced by positive feedback from students, staff, and stakeholders.

High Priority

Evaluation Data Sources: Feedback surveys will be conducted regularly to collect feedback from students, staff, and stakeholders.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to grow in coordination with the PTA. Work to bring in additional information and training sessions onto campus for students and families. Strategies should include: Speak Up, KAP ready for High School Credit, and UIL sponsored events such as band, orchestra, choir, etc.

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

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to work with campus health team to track students and overall progress. Add opens for more open gyms, and ensure all students continue to receive PE as an elective.

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

Performance Objective 1: By the end of the academic year, improve student character development and social-emotional learning at Mayde Creek Junior High, as evidenced by increase student self-awareness, empathy, and positive behavior.

High Priority

Evaluation Data Sources: Discipline Data
Mentor Program

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Within strategies, focus on events for PBIS and how often they should occur. Parents have asked to become more involved in PBIS program and would like to have updates and ways to support their students. To support positive behavior, begin the check-in/check-out MTSS-B program next year.

Performance Objective 2: By the end of the academic year, decrease disciplinary incidents and improve overall student behavior at Mayde Creek Junior High as evidenced by a 10% reduction in disciplinary referrals.

Evaluation Data Sources: Discipline Data
Observations

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: PTA would like to partner with MCJH staff and parents to bring in programs targeted towards this goal- specifically strategy 2. Continue but implement more trainings for staff on BIPs within an IEP. Continue but strengthen discipline assemblies and counselor lessons for students. Focus more on the implementation of support programs.

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 the end of the academic year, improve teacher retention at Mayde Creek Junior High by increasing satisfaction and sense of belonging, as evidenced by a 10% reduction in teacher turnover.

High Priority

Evaluation Data Sources: Staffing Reports from the 2022-23 school year compared to the 2023-24
Staff Surveys

Summative Evaluation: Met Objective

Next Year's Recommendation: Focus on the Culture and Climate survey to improve staff satisfaction and overall well-being. Continue strategies that support staff retention.

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.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Many new events were offered this year. Continue to think of new events/support nights to help parents. Partner with the PTA when needed for more support. Parents expressed that they enjoyed the Title I PFE Event, The Creek Carnival and STAAR Night. Work with leadership to think of new events.

Mcdonald 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.

High Priority

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

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue some goals for next year, but modify.

Performance Objective 2: MDJH will be conducting home visits and create and implement AIPs (attendance improvement plans)

High Priority

Evaluation Data Sources: attendance data, tardy data, AIPs, and ADA reports

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: Some progress made toward meeting Objective

Next Year's Recommendation: This is an ongoing goal for the athletic department every year.

Performance Objective 4: Hire and retain highly qualified RLA teachers with ESL certification.

Evaluation Data Sources: ESL Dashboard

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue Goal.

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

Performance Objective 1: MDJH will communicate and model effective PLC processes campus-wide.

High Priority

Evaluation Data Sources: Implementation Plan of PLC Academy, Collaborative Team agendas, Guiding Coalition team meetings

Summative Evaluation: Significant progress made toward meeting Objective

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

High Priority

Evaluation Data Sources: Campus assessment calendar, professional development calendar, district protocols

Summative Evaluation: Met Objective

Next Year's Recommendation: For the next school year, this goal will be required for all collaborative teams based upon the Katy ISD instructional coach model.

Performance Objective 3: MDJH will analyze common formative assessment data to identify intervention opportunities for individual students.

High Priority

Evaluation Data Sources: Data reviews, common formative assessments, student work exemplars, CTM agendas

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Discontinue goal due to measurement difficulty.

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: MDJH will optimize student learning through the promoting positive school community for all students.

High Priority

Evaluation Data Sources: Office referrals, discipline data, attendance and tardy data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: This goal should be continue and remain ongoing for the campus.

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

Performance Objective 1: MDJH will foster positive student relationships to support social and emotional learning through PBIS, social skills training, and Leadworthy curriculum.

High Priority

Evaluation Data Sources: Discipline data, office referrals, classroom observations, attendance data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: This goal should continue and remain ongoing for campus.

Performance Objective 2: MDJH will actively promote positive safe learning environment through anti-bullying and anti-violence initiatives.

High Priority

Evaluation Data Sources: Reduction of BHIP incidents, reduction of fights, assaults

Summative Evaluation: Met Objective

Next Year's Recommendation: This goal should continue and remain ongoing for campus.

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: Increase parental involvement in the academic areas, as well as, extra-curricular.

Evaluation Data Sources: Surveys, Event participation attendance

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Increase parent involvement will remain an ongoing goal for campus.

McElwain Elementary Performance Objectives

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

Performance Objective 1: HB3: The percent of 3rd grade McElwain Elementary student who achieve meets and above in Reading will increase to 57% by July 2024.

High Priority

HB3 Goal

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

Performance Objective 2: HB3: The percent of 3rd grade McElwain Elementary student who achieve meets and above in Math will increase to 41% by July 2024.

HB3 Goal

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

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

Performance Objective 4: ESF: Based on data from the 2022-23 school year, 80% of PreK-5th grade teachers will take anecdotal notes and increase student discourse in both math and reading small group instruction.

Evaluation Data Sources: Waterfall Results

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 involve and engage stakeholders through unique events, partnerships, and educational outreach opportunities throughout the school year that supports academic achievement.

Evaluation Data Sources: Multiple events and outreach opportunities are consistent on the campus calendar and executed with fidelity.

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

Performance Objective 1: PMCE will utilize the framework of MTSS to address the emotional and behavioral needs and well-being of all students through a coordination of all campus support systems in place at McElwain.

Evaluation Data Sources: Professional development provided for staff in PurposeFULL People and CHAMPS. Implementation of all strategies with students as evidenced by lesson plans, house rally activities, MTSS-B committee meetings and guidance lesson schedule.

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: McElwain Elementary will provide a supportive environment for staff members and promote continued professional growth.

Evaluation Data Sources: Pulse Culture and Climate Survey

Goal 5: 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: McElwain will implement a coordinated approach to the Campus Discipline Management so that total discipline referrals in 2023-2024 reflect a reduction of at least 15% compared to the 2022-2023 total.

Evaluation Data Sources: 2023-2024 End of year discipline referral data

Goal 6: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Teacher and staff will fully implement the Amira assessment systems along with HMH end of module assessments to inform the systematic literacy instruction in place in our RLA classrooms.

Evaluation Data Sources: Ongoing Amira assessment data will be analysed and monitored.

McMeans Junior High Performance Objectives

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

Performance Objective 1: McMeans JH Math teachers will use technology to create personalized experiences that contain buildable learning lessons specific to individual academic needs while continuing on-topic concepts and spiral review.

Evaluation Data Sources: 1) Students will complete five online customizable online lessons per grading period
2) The Math Instructional Coach will prepare pathways based on current concepts and spiral reviews.
3) To best track student growth, students will take three assessment throughout the course of the year.

Summative Evaluation: Met Objective

Performance Objective 2: Students will improve their body strength and cardio health by an average of 20% over the school year in PE class.

Evaluation Data Sources: Class Observation, Formative and Summative Assessments (FitnessGram)

Summative Evaluation: Met Objective

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

Performance Objective 4: Attendance rate will increase from 97.5% to 98.5% during the current school year.

Evaluation Data Sources: Attendance 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: All science teachers will create and implement at least one assessment per semester using critical writing components, such as CERs, and other assessment types so students can demonstrate mastery of scientific vocabulary and science concepts in a variety of ways on STAAR by achieving an Approaches Grade Level percentage of 95%.

Evaluation Data Sources: Evaluation will be conducted through writing activities, speed sheets, informal and formal assessments, and end of year summative

assessments.

Summative Evaluation: Met Objective

Performance Objective 2: McMeans Junior High ELA teachers will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content (testing and instructional) and tools for all students.

Evaluation Data Sources: 1) Students have at least 2 pieces of writing (typed) uploaded into Bulb or google folders throughout the year (at least 1 per semester). 2) Students will utilize the online textbook and class Chromebooks at least once per RLA unit. 3) Lesson plans will include instructional strategies that incorporate technology (ie...quill, bulb, Gimkit, Google drive) on a weekly basis. 4) Students will produce an electronic product, with a writing component.

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: All levels of social studies teachers will create and implement at least three assessments per semester that contain critical writing components, such as CERs, so students can demonstrate mastery of social studies vocabulary and skills on STAAR by increasing our Approaches Grade Level percentage by 1 point (a 94%).

Evaluation Data Sources: Evaluation will be conducted through writing activities, benchmarks, formative and summative 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: The teachers will develop course content that will help facilitate a good work/life balance to avoid burn-out.

Evaluation Data Sources: End of the year retention and contract signings

Summative Evaluation: Met Objective

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

Performance Objective 1: The case managers will work together as a team to seek and share emotional support strategies and resources.

Evaluation Data Sources: The sped staff will collect resources and start to build an emotional wellbeing library.

Summative Evaluation: Met Objective

Performance Objective 2: McMeans Junior High Counseling Department will have pre-selected students participate in Counseling Groups which can

help address the needs of our students such as coping skills, identifying feelings and triggers, anxiety, grief and/or relationship building. In addition, the counselors will form a Mental Health Alliance group on our campus to provide awareness and resources to students on a variety of mental health topics to help our school and community once every six weeks.

Evaluation Data Sources: Advisory lesson attendance, feedback from students, parents and staff.

Summative Evaluation: Met Objective

Performance Objective 3: McMeans Junior High Counseling Department will implement methods for violence and bullying prevention.

Evaluation Data Sources: Advisory lesson attendance, feedback from students, parents and staff.

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: Provide parents with the TELPAS Parent Training Toolbox links for parent training.

Summative Evaluation: Met Objective

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, 86% 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.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue this goal

Performance Objective 2: Every Student at PME will demonstrate at least one year's growth in Reading, as measured by Amira Assessment System.

Evaluation Data Sources: Amira Assessment System, running records

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue this goal

Performance Objective 3: HB3: The percent of McRoberts Elementary 3rd grade students who achieve Meets and above in 3rd Grade STAAR Reading will increase to 64% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR Reading

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 4: On the Spring 2024 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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 5: HB3: The percent of McRoberts Elementary 3rd Grade students who achieve Meets and above in Math will increase to 66% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR Math

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 6: On the Spring 2024 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

Performance Objective 7: By May 2024, the average daily attendance at McRoberts will increase by at least .5% to a rate of 93.92%

Evaluation Data Sources: Average Daily Attendance

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue Goal

Performance Objective 8: 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

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: 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: 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

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

Performance Objective 1: Teachers will provide opportunities for students to build positive relationships with others, create a collaborative community, and support the social emotional well-being of learners through the continued implementation of the House System, Purposeful People and Morning Meetings.

Evaluation Data Sources: Morning Meeting plans, House Rallies, discipline data

Summative Evaluation: Significant progress made toward meeting Objective

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

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 2023-2024 school year.

Evaluation Data Sources: Surveys, Volunteer Hours, Calendar of Events, WatchDOGS Participation, Attendance Rates at events

Summative Evaluation: Met Objective

Memorial Parkway Elementary Performance Objectives

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

Performance Objective 1: ESF: 90% of content and specialty teachers will increase at least one level on the campus blueprint monitoring tool by May 2024.

Evaluation Data Sources: Classroom observations, instructional admin walkthroughs

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: HB3: The percent of Memorial Parkway Elementary 3rd grade students who achieve Meets and above in Math will increase to 42% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Results

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: HB3: The percent of Memorial Parkway Elementary 3rd grade students who achieve Meets and above in Reading will increase to 60% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Results

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 4: The percent of Memorial Parkway Elementary students who achieve Meets and above in Science will increase by 5% by June 2024.

Evaluation Data Sources: STAAR Results

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

Performance Objective 6: The daily average attendance of Memorial Parkway Elementary students will increase from 93% to 95% in the 2023-2024 school year.

Evaluation Data Sources: Attendance rates
retention rates

Summative Evaluation: Significant progress made toward meeting 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: Met Objective

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. We will use professional development, technology, classroom management and behavior strategies to increase learning time and support well-rounded students.

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: Information on important social-emotional learning topics, such as - violence prevention and bullying prevention will be provided to parents, students and teachers.

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: 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

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: 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: 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: Significant progress made toward meeting Objective

Performance Objective 2: Increase parental participation in school-wide events and parent-teacher conferences by 45%.

Summative Evaluation: Met Objective

Memorial Parkway 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: We will implement structures & protocols to collaborative team planning meetings to identify, breakdown, teach, and assess essential learning objectives.

Evaluation Data Sources: Collaborative team norms, checklists, essential standards planning documents

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

Performance Objective 1: We will create, implement, and enforce a student cell phone policy to remove barriers to student engagement and support the emotional well-being of all students.

Evaluation Data Sources: Discipline data, student achievement data, Counseling visit data

Performance Objective 2: We will increase our school attendance rate by at least 0.5% by the end of the 23-24 school year by creating processes to incentivize regularly attending school.

Evaluation Data Sources: Attendance Rate

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: We will create a campus communication plan that will incorporate frequent, proactive written and verbal communication with parents/guardians to keep them informed of their child's overall progress.

Evaluation Data Sources: Communication logs

Goal 4: 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

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

Performance Objective 1: We will provide information on violence prevention and bullying prevention with parents, students and teachers.

Evaluation Data Sources: The Eagle Express News, Parent Conferences & Programs

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to collaborate with the counseling team on effective ways to get important information in the hands of parents.

Miller Career & Technology Center 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 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 82% by July 2024.

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

Performance Objective 8: The District will implement strategies to increase opportunities for students in Title I campuses to be referred and identified for Gifted and Talented services.

High Priority

HB3 Goal

Evaluation Data Sources: Review of GT testing data and campus enrollment

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: 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 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).

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

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

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: 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

Morton Ranch Elementary Performance Objectives

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

Performance Objective 1: 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 3% for each subject, as compared to the 2023 progress measures.

Evaluation Data Sources: STAAR Data, Accountability Report

Performance Objective 2: HB3: The percent of MRE 3rd Grade students who achieve Meets or Above in Math will increase to 51% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR results

Performance Objective 3: HB3: The percent of MRE 3rd Grade students who achieve Meets or Above in Reading will increase to 59% by July 2024.

Evaluation Data Sources: STAAR results

Performance Objective 4: ESF: By May, 2024, Each grade level will unpack the TEKS twice per month and create a common lesson that will be observed by the leadership team on a monthly basis.

Evaluation Data Sources: PLC Observations with Feedback ("Look For's" Planning Rubric), planning agendas, TEKS Analysis, and through observation and feedback of instruction.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with same process while learning the new Instructional Coach role on campus.

Performance Objective 5: 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 with the same 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: 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 with current goal.

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)

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

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

Morton Ranch High School Performance Objectives

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

Performance Objective 1: MRHS will increase the percent of students scoring approaches, meets, and masters and target growth measures on STAAR in all special programs.

High Priority

Evaluation Data Sources: STAAR reports from TEA
District DLA
Campus Common Assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with goals and include other progress measures besides STAAR results.

Performance Objective 2: HB3: The percent of MRHS students who achieve the CCMR target will increase to 65% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: State Accountability
PSAT, SAT, TSI, and AP testing results

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Keep performance objective as data is over one year behind when received and target continues to increase by the State.

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

Evaluation Data Sources: Fitness Gram, Classroom observations, Formative and Summative fitness skills assessments

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Only keep if required for all CIPs

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

Performance Objective 1: MRHS will optimize student learning through promoting a positive school culture and community for all students.

High Priority

Evaluation Data Sources: Campus discipline data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue with additional/modified strategies

Performance Objective 2: MRHS will increase average daily attendance and overall attendance percentages by 0.5%.

Evaluation Data Sources: Attendance Dashboard

Summative Evaluation: Exceeded 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: MRHS will provide at least 3 opportunities to engage and support parents and guardians.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue as it is required for both CIP and Title I

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: MRHS will recruit and support high quality staff members and maintain a high rate of staff retention.

Evaluation Data Sources: Staff turnover

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Should not need this objective for the 24-25 school year

Morton Ranch Junior High Performance Objectives

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

Performance Objective 1: By May 2024, MRJH students will perform 5% greater in the Meets Performance Category on the Math STAAR in grades 6-8.

High Priority

Evaluation Data Sources: Campus Based Assessments, District Learning Assessments, STAAR Interim Assessments, STAAR Assessments

Performance Objective 2: By May 2024, MRJH students will perform 5% greater in the Meets Performance Category on the Reading STAAR in grades 6-8.

High Priority

Evaluation Data Sources: Campus Based Assessments, District Learning Assessments, STAAR Interim Assessments, STAAR Assessments

Performance Objective 3: SI: By May 2024, 75% of MRJH teachers will achieve Level 2 or higher on the MRJH Effective Schools Framework Monitoring Tool.

High Priority

Evaluation Data Sources: MRJH Effective Instruction Monitoring Tool

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

Performance Objective 1: MRJH will decrease the number of tardy infractions by 10% by May 2024.

Evaluation Data Sources: Discipline data

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

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: By May of 2024, 60% of the Emergent Bilingual (EB) population will show progress of at least one proficiency level on the composite rating of the TELPAS assessment.

Evaluation Data Sources: TELPAS

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: By May 2024, student attendance will increase by 0.5%.

Performance Objective 2: By May 2024, MRJH will develop a plan to transition the current 8th grade class into their appropriate feeder schools.

Performance Objective 3: Parents will be invited to events throughout the school year to learn about how to support their student. Teachers will provide strategies to help parents support their student's learning at home.

Nottingham Elementary Performance Objectives

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

Performance Objective 1: By May of 2024, 85% of classroom, resource and academic support teachers will utilize various data sets to develop and implement targeted and focused small group instructions based on misconceptions

Evaluation Data Sources: Forethought Lesson Plans, ESF Learning Walk Monitoring tool Checklist, Observation of Data binders being used in planning

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Consider discontinuing based on STAAR data

Performance Objective 2: HB 3- The percent of Nottingham Country Elementary 3rd grade students who achieve Meets and above in Reading will increase to 75% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue HB 3 Performance Objectives

Performance Objective 3: HB 3 -The percent of Nottingham Country Elementary 3rd grade students who achieve Meets and above in Math will increase to 66% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR data, DreamBox data, Reflex data

Next Year's Recommendation: Continue HB 3 Performance Objectives

Performance Objective 4: By May 2024, 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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue utilizing the Welnet Fitness measurement

Performance Objective 5: By May 2024, the Average Daily Attendance rate at NCE will increase by at least .5% to a rate of 95.54%

Evaluation Data Sources: Average Daily Attendance rates

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with an additional .5% increase

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 by 5%.

Evaluation Data Sources: TELPAS data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Determine after TELPAS scores arrive

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

Next Year's Recommendation: Revise to create a survey for families with various cultural and linguistic backgrounds

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

Performance Objective 1: During the 2023-2024 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 enhancing 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

Next Year's Recommendation: Continue with slight revision

Performance Objective 2: During the 2023-2024 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

Next Year's Recommendation: Continue

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: Met Objective

Next Year's Recommendation: 2024-2025 - The campus will work in conjunction with the PTA to provide opportunities for parents to learn about cyber bullying and preventative strategies. We are also working on a presentation for our 4th & 5th graders

Paetow High School 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 district learning needs, interest, aspirations and cultural backgrounds of all learners.

Performance Objective 2: The percent of PHS students who achieve the CCMR target will increase to 64% by July 2024.

HB3 Goal

Evaluation Data Sources: CCMR data

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

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 personnel.

Evaluation Data Sources: Recruiting records, hiring time lines 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.

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

Performance Objective 1: All campus 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 (drill logs)

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

Performance Objective 3: An attendance incentive has been put in place and communicated to increase student daily attendance.

High Priority

Evaluation Data Sources: Attendance reports

Pattison Elementary Performance Objectives

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

Performance Objective 1: HB3: The percent of Pattison Elementary 3rd grade students who achieve Meets and Above in Reading will increase to 89% by July 2024.

HB3 Goal

Evaluation Data Sources: 2024 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 performance objective

Performance Objective 2: HB3: The percentage of Pattison Elementary 3rd grade students who achieve Meets and Above in Math will increase from to 88% by July 2024.

HB3 Goal

Evaluation Data Sources: 2024 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 performance objective

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
2024 STAAR scores

Summative Evaluation: Met Objective

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 performance objective

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), Amira, District Interims, TEI, and formative assessments by having 100% of content area teachers involved in the development, implementation, and evaluation of them.

Evaluation Data Sources: AWARE, CBA, Amira, District Interims, and student data, grade level content PLCs, Lesson plans

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue performance objective

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 with behavior supports 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 performance objective

Performance Objective 2: Review and comply with all safety and security audit recommendations

Evaluation Data Sources: Safety documentation

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue performance objective

Performance Objective 3: 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 performance 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 emergent bilingual (EB) parent and family engagement events to improve student engagement

Evaluation Data Sources: Rosters, Flyers

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue performance objective

Raines Academy Performance Objectives

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

Performance Objective 1: 75% of Raines students will complete at least 75% of the courses assigned to them each 9 weeks.

High Priority

Evaluation Data Sources: Course completion reports

Summative Evaluation: Significant progress made toward meeting Objective

Goal 2: Raines Academy staff will create and support student attendance for improved academic success.

Performance Objective 1: Raines Academy students will attend school at least 80% each month during the 2023-2024 school year.

High Priority

Evaluation Data Sources: RaaWee, eSchoolPlus

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: 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 2024, 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
HMH End of Module Assessments
Spring STAAR Interim
STAAR Assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Preliminary results are as followed. 3rd Grade ELAR 2023-50%- 2024-49% ; Math 2023-54% Math 2024 36%; 4th Grade ELAR 2023 55%- 2024 59% ; Math 2023-50% ; 2024-51%. 5th ELAR 2023-58%2024-53%; Math 2023-40% 2024-47% We are going to continue to have the goal of increasing our masters scores in reading and math.

Performance Objective 2: By May 2024, 50% of 4th and 5th grade students in the special education program will achieve the targeted growth measure in reading.

Evaluation Data Sources: District Literacy Module Assessments, Spring STAAR Interim, STAAR Assessments

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We have not yet received growth measure scores for our 4th and 5th grade students in special education. This will be revisited once we have the scores.

Performance Objective 3: By May of 2024, the percentage of English language learners who achieve Meets and above in reading will increase by from 79% to 84%.

Evaluation Data Sources: 2023 and 2024 STAAR scores for English language learners in reading

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Disaggregated data is needed to determine progress toward this performance objective and to inform efforts for next year.

Performance Objective 4: HB3 - The percentage of Randolph Elementary 3rd grade students who achieve Meets or above in Reading will increase from to 88% by July of 2024.

HB3 Goal

Evaluation Data Sources: 3rd Grade STAAR assessments; Interims; CBAs, Module Assessments, Amira

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We were at 87% in Reading in 2023. Preliminary results indicate in 2024 we are at 81% in Reading.

Performance Objective 5: HB3 - The percentage of Randolph Elementary 3rd grade students who achieve Meets or above in Math will increase from to 93% by July of 2024.

HB3 Goal

Evaluation Data Sources: 3rd Grade STAAR assessments; Interims; CBAs

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Preliminary STAAR results indicate students who scored meets or above in math is 72%.

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 Observations, Formative and Summative fitness skills assessments.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue this goal and current strategies.

Performance Objective 7: The average daily attendance will increase by .5%.

Evaluation Data Sources: Attendance data over time

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: A goal for attendance will be set based on district guidelines. The current strategies should be continued.

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

Performance Objective 1: PurposeFull People lessons will be utilized consistently in every classroom to encourage a sense of inclusion and community in the classroom and school.

Evaluation Data Sources: Classroom observations

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We have gotten feedback that these lessons are not being implemented consistently throughout the building. We will revise the goal to ensure implementation and accountability.

Performance Objective 2: Staff will use knowledge and strategies regarding trauma informed classrooms to address the social-emotional needs of students. Staff will define trauma and explore the impact of trauma on student learning and behavior. They will understand how to recognize and respond to trauma in students. Staff 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: Some progress made toward meeting Objective

Next Year's Recommendation: Staff have been trained. We will continue to work on recognizing and implementing strategies in the classroom.

Performance Objective 3: 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: No progress made toward meeting Objective

Next Year's Recommendation: We are going to work on a more comprehensive plan to prevent bullying and to better educate our students about what bullying is and is not. The results include 62 students reporting in 2023 and 70 students in 2024.

Performance Objective 4: Conduct 100% of the district required safety drills and trainings with staff and students in an effort to promote school safety.

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 the beginning of the year

Performance Objective 5: Coordinated support will be provided for students who are struggling with social-emotional/behavioral needs.

High Priority

Evaluation Data Sources: 1. Discipline Data
2. Counselor and LSSP observations
3. Classroom observations

Performance Objective 6: At least 85% of JRE students will report the overall feeling of being safe in school as measured by the Safety and Bullying Survey at the end of the 23-24 school year.

Evaluation Data Sources: Safety and Bullying Survey

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: The percentage of students who feel safe at school went from 80% in 2023 to 77% in 2024. We need to modify our efforts in making students feel safe at school daily.

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: 100% of parents of Emerging Bilingual students are provided program information to increase and strengthen family engagement to enhance and support language instruction as families of English learners grow outside of school throughout the 23-24 school year.

Evaluation Data Sources: Event held

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to advertise trainings while considering how to increase parent participation or utilization. Also, consider holding additional lunch and learn sessions.

Performance Objective 2: 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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to increase the number of content focused opportunities for our families.

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 special education teachers.

Evaluation Data Sources: Events held

Summative Evaluation: Met Objective

Next Year's Recommendation: Discontinue goal but knowing that this always something we look for when hiring special education educators.

Performance Objective 2: JRE will use Elementary and Secondary Schools Emergency Relief (ESSER) funds to add a member to the administration team with a focus on student achievement.

Summative Evaluation: Met Objective

Next Year's Recommendation: We have lost this position next year and have divided up responsibilities amongst the administrative team.

Performance Objective 3: 100% of English learners with parent approval for the ESL program will receive English Language Arts and Reading

instruction by teachers who are certified in ESL

Evaluation Data Sources: TEA Certifications

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to encourage current teachers to gain ESL certification through personal conversations and goal setting. Also, continue to consider candidates' ESL certification when hiring.

Performance Objective 4: JRE will provide training and support to all new staff members.

Evaluation Data Sources: Events held

Walk through data

TTESS data

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue to build more ways to support our new to JRE teachers.

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: 100% of JRE Canvas pages will provide parents with enrichment and skill practice activities.

Evaluation Data Sources: Canvas pages

Summative Evaluation: Met Objective

Next Year's Recommendation: I would like to see more clear expectations for this as well as accountability measure to ensure that these opportunities are provided.

Performance Objective 2: We will increase our devices for student use by 10% this school year.

Evaluation Data Sources: inventory

Summative Evaluation: Met Objective

Next Year's Recommendation: The bond for one to one in grades 3-5 and increasing devices in K-2 will help with better providing technology resources to our students.

Rhoads Elementary Performance Objectives

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

Performance Objective 1: 66% of all students taking the end of year Math STAAR will meet the minimum expectation.

76% of all students taking the end of year Reading/Language Arts STAAR will meet the minimum expectation.

61% of all 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.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to work to goals with the implementation of Fundamental 5

Performance Objective 2: HB3: The percent of Rhoads Elementary 3rd grade students who achieve Meets and above in Math will increase to 45% by July 2024.

HB3 Goal

Evaluation Data Sources: End of year STAAR scores for 3rd grade Math.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Will continue to work towards Meets & Masters next year

Performance Objective 3: HB3: The percent of Rhoads Elementary 3rd grade students who achieve Meets and above in Reading will increase to 48% by July 2024.

HB3 Goal

Evaluation Data Sources: End of year STAAR scores for 3rd grade ELAR.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Will continue to work towards Meets & Masters next year

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

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Will continue next year

Performance Objective 5: Rhoads Elementary will increase our Average Daily Attendance rate by 0.5%.

Evaluation Data Sources: Average Daily Attendance

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: District Assessments, Campus Assessments, STAAR and Small Group Anecdotal Notes.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Moved more towards district assessments

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

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Will continue coaching teachers next year

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.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Will increase communication and opportunities to parents

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 2022-23 school year.

Evaluation Data Sources: Discipline Data Summative Evaluation:

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Need to develop plan for frequent flyers for the Primary grade-level

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: 2024 STAAR Data

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: HB3: The percent of Robertson Elementary 3rd grade students who achieve Meets and above in Math will increase from 54% to 62% by July 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR Data
CBA , DLA, STAAR Interims Data

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: HB3: The percent of Robertson Elementary 3rd grade students who achieve Meets and above in Reading will increase from 58% to 70% by July 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR Data
CBA , DLA, STAAR Interims Data

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 4: Student attendance will improve by 5% by May 2024.

Evaluation Data Sources: Student attendance reports

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 5: Teacherswith emergent bilingual (EB) students in their classrooms actively utilize the English Language Proficiency Standards (ELPS) to provide meaningful opportunities for EBs to develop social and academic English proficiency in listening, speaking, reading and writing.

Evaluation Data Sources: TELPAS 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

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: 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

Summative Evaluation: Met Objective

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 "PAWS" and PurposeFull People curriculum.

Evaluation Data Sources: PBIS Committee Data

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

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

Evaluation Data Sources: Staff, Parents, and Student survey data

Summative Evaluation: Met Objective

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 a focus on character education programs.

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: Continue with planning with a backward design and common formative assessments in order to maintain consistency across the classrooms.

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 increase the student to device ratio for technology and increase availability of instructional resources in the classroom for targeted instruction.

Next Year's Recommendation: Discontinue goal.

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.

Next Year's Recommendation: The campus will continue to focus on individualize instruction during small groups.

Performance Objective 2: HB3: The percent of Rylander Elementary 3rd grade students who achieve Meets and above in Reading will increase to 76% by July 2024.

HB3 Goal

Next Year's Recommendation: We will continue to focus on on standardized assessment standards within our instruction.

Performance Objective 3: HB3: The percent of Rylander Elementary 3rd grade students who achieve Meets and above in Math will increase to 76% by July 2024.

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.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue with focus.

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 to 42% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: Compare 2023 and 2024 STAAR data in Domains 1-3

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 2: HB3: The percent of Schmalz Elementary 3rd grade students who achieve Meets or above in Reading will increase from to 58% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: Compare 2023 and 2024 STAAR data in Domains 1-3

Summative Evaluation: Some progress made toward meeting Objective

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: Met Objective

Performance Objective 4: Schmalz elementary will improve our average daily attendance rate from 93.76 % in 2023 to 94.24 % in 2024.

High Priority

Evaluation Data Sources: Daily and weekly attendance reports, RaaWee reports.

Summative Evaluation: Met Objective

Performance Objective 5: The percentage of Schmalz elementary students who achieve meets and above in science will increase from 29% to 33% by July 2024.

High Priority

Evaluation Data Sources: Compare 2023 and 2024 STAAR data

Summative Evaluation: Some 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: Schmalz Elementary teachers will work collaboratively to create rigorous TEKS-based assessments using backward design.

Evaluation Data Sources: Common assessments, interims, teacher checkpoints

Summative Evaluation: Significant 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: 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: Met Objective

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: 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: 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: Significant progress made toward meeting Objective

Schmalz Elementary - TIP Performance Objectives

Goal 1 (optional)

Performance Objective 1: 56

Root Cause: With the new staff our focus will continue on small group instruction.

Incremental Outcome 1 (optional): In 90 days, 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

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?
Onboarding new staff, understanding of the monitoring tool and data sources.	Action Step 1, Action Step 2, Action Step 3	Communication is critical to create buy-in, train staff, and combat burnout

Goal 2A (optional)

Performance Objective 1: 56

Root Cause: With the new staff our focus will continue on small group instruction.

2023-2024 Reflection

Summer Planning

Seven Lakes High School Performance Objectives

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

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

Performance Objective 2: By June 2024, SLHS will increase student attendance by 3%.

Evaluation Data Sources: average daily attendance

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 2024, 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 2024, 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 Dream PD aligned to instructional focus

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 EOC, formative and summative data to increase student mastery of lesson objectives.

Evaluation Data Sources: AWARE and EOC 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 2024, all passing standards will remain the same, or increase from the previous year. 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 2024 98% of students will meet standards in all STAAR EOC tested subjects, Level II.

Evaluation Data Sources: Classroom Assessments, DLA, STAAR EOC

Performance Objective 10: By June 2024 98% of students will pass Biology STAAR EOC, Level II.

Evaluation Data Sources: DLA, STAAR EOC

Performance Objective 11: By June 2024 98% 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 to 95% by July 2024.

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: 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 2: 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 3: 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.

Performance Objective 2: SLHS will establish systems to increase safety and security by implementing E-hall pass tracking system.

Evaluation Data Sources: Student Safety Survey

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.

Performance Objective 2: Teachers will implement strategies from the Effective Schools Framework lever "Productive Struggle" with students.

Evaluation Data Sources: Lesson planning, Student work samples, Campus Based Assessments

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 encourage 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 bi-weekly to proactively support the emotional well-being of our students.

Evaluation Data Sources: Student Survey, Character Strong Lesson plans

Performance Objective 2: Information on social media/online safety will be provided to parents, students, and teachers.

Shafer Elementary Performance Objectives

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

Performance Objective 1: HB3: The percentage of Shafer Elementary 3rd grade students who achieve Meets and above in Reading will increase to 81% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR Test results

Performance Objective 2: The percentage of Shafer Elementary 3rd grade students who achieve Meets and above in Math will increase to 86% by July 2024.

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 2023-2024 school year, Administration, Instructional Coaches, and Special Ed Teachers will collaborate bi-weekly 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, district assessments, Amira and Dreambox
Behavior progress and/or needs
Special Ed Schedules
ARD minutes

Performance Objective 2: Teachers will incorporate targeted, systematic, intervention throughout the instructional day using strategies aligned to approved resources.

High Priority

Evaluation Data Sources: Admin/IC walkthroughs and collaborative conference data

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.

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: 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.

Goal 5: Katy ISD will actively support the social 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 23-24 school year. Also, we will continue increased use of PBIS strategies and supports along with continued use of Purposeful People social-emotional learning curriculum.

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 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: 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: Exceeded Objective

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

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 7: Fred and Patti Shafer Elementary will improve student attendance by 1% annually.

Performance Objective 1: Student attendance will improve by 1% annually measured by PEIMS reporting data semi-annually. Administrators will monitor student attendance and provide support and intervention for truant students. Positive rewards, recognition and acknowledgment will be provided for students who regularly attend school.

Evaluation Data Sources: RaaWee Reports, ADA reports, 2022-2023 attendance reports for comparison.

Summative Evaluation: Exceeded 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 2024 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- 95% in 2023 to 96% in 2024

Math- 94% in 2023 to 95% in 2024

Science- 89% in 2023 to 92% in 2024

52% of 3rd grade students will achieve mastery on the Reading STAAR in 2024.

50% of 3rd grade students will achieve mastery on the Math STAAR in 2024.

61% of 4th grade students will achieve mastery on the Math STAAR in 2024.

70% of 4th grade students will achieve mastery on the Reading STAAR in 2024.

63% of 5th grade students will achieve mastery on the Math STAAR in 2024.

41% of 5th grade students will achieve mastery on the Science STAAR in 2024.

74% of 5th grade students will achieve mastery on the Reading STAAR in 2024.

75% of special education students and 85% of economically disadvantaged students will meet grade level expectations on STAAR in 2024.

Performance Objective 2: The percent of Stanley Elementary 3rd grade students who achieve Meets and above in Math will increase to 91% in 2024.

HB3 Goal

Evaluation Data Sources: STAAR

Performance Objective 3: Stanley will 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 4: The average daily attendance rate will improve from 95.57% to 96.07% by May of 2024.

Evaluation Data Sources: ADA

Summative Evaluation: Exceeded Objective

Performance Objective 5: The percent of Stanley Elementary 3rd grade students who achieve Meets and above in Reading will increase to 84% by May 2024.

HB3 Goal

Evaluation Data Sources: STAAR

Summative Evaluation: Exceeded 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: 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 3: Katy ISD 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: 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 to 60% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR Reading

Next Year's Recommendation: Continue/modify

Performance Objective 2: On the Spring 2023 STAAR Reading/Language Arts assessments, 80% of students will score at the approaches level and 40% at meets or above.

Evaluation Data Sources: STAAR ELAR Assessment

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue /modify goals to ensure the progress obtained continues or is enhanced by the students achieving the Meets & Masters standards.

Performance Objective 3: HB3: The percent of Stephens Elementary students who achieve Meets and above in 3rd Grade STAAR Math will increase to 46% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR Math

Next Year's Recommendation: Continue /modify 3rd Grade STAAR Math scores.

Performance Objective 4: On the Spring 2024 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/Modify

Performance Objective 5: On the Spring 2024 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/Modify

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 data meetings. Campus Leadership Team will attend various professional development sessions to increase knowledge with data-driven instructional practices, collaborative practices & building teacher capacity/retention.

High Priority

Evaluation Data Sources: Aware, Campus Learning Walk form, T-TESS observations/walkthroughs & Leadership Professional Development.

Next Year's Recommendation: Continue/Modify

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

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/Modify

Performance Objective 9: ESF: Data from campus learning walks will show teachers utilizing small group instruction (open ended questions, anecdotal note-taking practices, higher-order thinking questioning and justification) at least 50% 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: Continue/Modify

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, and Dreambox

Next Year's Recommendation: Continue/Modify

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 2023-2024 school year. Parents will receive weekly/monthly notifications.

Evaluation Data Sources: Surveys, Volunteer Hours, Calendar of Events via Smore, Blackboard, Facebook and/or Remind application

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 2023, 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

Next Year's Recommendation: Reviewing staff and knowing that 100% is difficult to complete as a team and staff.

Performance Objective 2: By May 2024, there will be a 90% growth in the core content tested subjects.

High Priority

Evaluation Data Sources: Disaggregated Interim data, CBA, and STAAR Scores

Performance Objective 3: By November 2023, 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: Significant progress made toward meeting Objective

Next Year's Recommendation: Review the percentage to match the reality of the campus

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

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 2024, parental membership in the PTSA will increase by 5% over 2022-2023.

High Priority

Evaluation Data Sources: PTSA Membership

Performance Objective 2: By May 2024, 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 2024, 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

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

Performance Objective 1: By May 2024, 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

Performance Objective 2: By May 2024, 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

Performance Objective 3: By May 2024, students will report having trust in a teacher, counselor or administrator at SJH increasing their likelihood of reporting to either party by 10%, as noted in the end-of-year bullying report.

High Priority

Evaluation Data Sources: End-of-year bullying report

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, 2023, 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.

Performance Objective 2: By September 2023, 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

Performance Objective 3: By January 2024, all new question types will be introduced to students in a CBA.

High Priority

Evaluation Data Sources: CBA

Sundown Elementary Performance Objectives

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

Performance Objective 1: By July 2024 the percentage of all students who achieve Meets and above performance expectations in the STAAR reading, math, and science assessment will increase by 3%.

High Priority

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to focus strategies on meeting the state standard of Meet Expectations on STAAR.

Performance Objective 2: HB3: The percent of Sundown Elementary third grade students who achieve Meets and above in reading will increase to 47% by July 2024.

High Priority

HB3 Goal

Performance Objective 3: HB3: The percent of Sundown Elementary third grade students who achieve Meets and above in Math will increase to 46% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR & DLA data, CBA data, Dreambox data

Performance Objective 4: Sundown Elementary will provide accelerated learning opportunities to students during the 2023-2024 school year and in 2024 summer learning.

Performance Objective 5: Emergent Bilingual students will demonstrate growth in TELPAS proficiency levels.

High Priority

Evaluation Data Sources: Growth in English language development proficiency as evidenced on TELPAS results.
Increased EB performance on STAAR.

Performance Objective 6: 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: Grade level teachers will create and implement rigorous assessments and student work expectations that use Depth of Knowledge (DOK) levels to evaluate mastery of TEKS, and analyze these assessments and student work using protocols.

Evaluation Data Sources: Classroom assessments

Campus-based assessments

Formative assessments

Student work examples

DDI Protocol

Student Work Protocol

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: TTESS walkthroughs

TTESS observations

TTESS goal conferences

End of year TTESS Evaluation Data

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: Attendance at Parent Engagement events.

Parent/teacher interactions regarding student achievement.

Performance Objective 2: Sundown Elementary will increase parent/family awareness of the importance of consistent school attendance and its correlation to academic achievement and increase the attendance rate from 93.23% to 93.73%.

High Priority

Evaluation Data Sources: Student attendance rate.

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

Performance Objective 1: Sundown will implement professional development and programs to promote positive academic and social behavior outcomes. The programs will include positive incentives and common language used in all campus areas.

Evaluation Data Sources: Scheduled programs.
PBIS data collection.
CHAMPS data collection and observations.
PurposeFULL People morning meeting implementation.

Sundown Elementary - TIP Performance Objectives

Goal 1 (optional)

Performance Objective 1: 60

Root Cause: Last year the emphasis was on 1. 1, establishing structures around roles and responsibilities. This year with new leadership team members, we want to build upon this focus. We are implementing several additional systems.

Incremental Outcome 1 (optional): Compare module 1 assessment to module 3 assessment to track growth. Math checkpoints to track growth from STAAR data and use for instructional focus and continued guidance. Science CBAs to compare performance from STAAR.

District Actions: Jen Munoz assistance with data.

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?
Teachers adjusting the new curriculum resource and assessments. The module assessments have a high level of rigor and student gaps. Stamina, reading levels, etc. Math, multistep problems, author's purpose in 4th and 5th. Teachers embracing data analysis.	Other Action Step	

Goal 2A (optional)

Performance Objective 1: 60

Root Cause: Last year the emphasis was on 1. 1, establishing structures around roles and responsibilities. This year with new leadership team members, we want to build upon this focus. We are implementing several additional systems.

2023-2024 Reflection

Summer Planning

Taylor High School Performance Objectives

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

Performance Objective 1: By June of 2024, Taylor High School will increase the Domain II score (Student Progress) from a scale score of 75 in academic growth to an 80 by the next accountability report.

High Priority

Evaluation Data Sources: State Accountability Report 2023

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Modify goal

Performance Objective 2: By June of 2024, the percent of Taylor High School students who achieve the CCMR target will increase to 89% by the July 2024.

HB3 Goal

Evaluation Data Sources: State Accountability Report 2024

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: By June of 2024, Taylor High School 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

Performance Objective 4: By June of 2024, Taylor High School will decrease the overall percentage of tardiness and truancy concerns by 5% as a whole campus approach to student discipline.

Evaluation Data Sources: Campus discipline data

Summative Evaluation: Met Objective

Next Year's Recommendation: Modify

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

Performance Objective 1: By June 2024, Taylor High School end of course Algebra I approaches level scores will increase by at least 5% for targeted subpopulations.

Evaluation Data Sources: 2023-2024 EOC scores

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue/modify

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

Performance Objective 1: By June 2024, 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.

Evaluation Data Sources: Critical Incident Reports

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue/modify

Performance Objective 2: By June of 2024, Taylor High School will see improvement in the percentage of unexcused absences on non-traditional schedule days.

Evaluation Data Sources: Campus attendance data

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, 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 with this performance objective.

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: Significant progress made toward meeting Objective

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

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: Met Objective

Performance Objective 4: Teachers of emergent bilingual (EB) students participate in professional development that addresses instruction that is sheltered and culturally responsive.

Evaluation Data Sources: Teacher professional development and feedback

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: Tays Junior High will implement strategies that will close the academic performance gaps between student sub-populations.

Summative Evaluation: Significant progress made toward meeting 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: TJH will continue to provide a culture conducive to staff retention and build partnership among staff.

Evaluation Data Sources: Staff turnover, staff feedback, Culture and Climate Survey Feedback

Summative Evaluation: Met 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: Communicate weekly with parents about upcoming school events and things that are happening at school.

Evaluation Data Sources: Statistics on Smore usage

Summative Evaluation: Met Objective

Performance Objective 2: Provide learning opportunities for parents and community on topics identified in survey last year such as Drug awareness/vaping; Getting ready for HS parent panel.

Evaluation Data Sources: Number of parents attending the PTSA/TJH events.

Summative Evaluation: Met Objective

Performance Objective 3: 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

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

Summative Evaluation: Met Objective

Performance Objective 5: 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

Performance Objective 6: 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

Goal 5: 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: Met Objective

Performance Objective 2: TJH will continue to enhance 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: Met Objective

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

Performance Objective 4: TJH will improve its Average Daily Attendance rate from 96.8% to 97.3% for a .5% improvement from the 2022-2023 to 2023-2024 school year.

Evaluation Data Sources: Attendance Dashboard, attendance reports, admin phone calls, home visits

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue for next year. We increased to 97.02 which is a .22% improvement.

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 support for teachers in an effort to meet the needs of English Language Learners.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue

Performance Objective 2: The percent of Tompkins High School students who achieve the CCMR target will increase to 94% by July 2024.

HB3 Goal

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Performance Objective 3: Tompkins will create a positive environment that maximizes student learning and instructional time.

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: 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.

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: Tompkins High School will continuously use student assessment data to identify gaps in learning and target specific areas of improvement in learning.

Summative Evaluation: Significant progress made toward meeting 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: Tompkins High School will establish internal systems that encourage the use of state of the art technology in student learning.

Summative Evaluation: Met Objective

Next Year's Recommendation: 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: 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: Met Objective

Performance Objective 2: HB3: The percent of West Memorial Elementary Students 3rd grade students who achieve meets and above in Math will increase from to 65% by July 2024.

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

Performance Objective 3: HB3: The percent of West Memorial Elementary 3rd grade students who achieve Meets and above in Reading will increase from to 59% by July 2024.

HB3 Goal

Summative Evaluation: Significant progress made toward meeting Objective

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: Met 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: ESF Annual Goal: By May 2024, at least 80% of WME teachers will implement small group instruction in reading and math, including designated stations 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: Some progress made toward meeting Objective

Performance Objective 7: ESF 90 Day Goal: By December 2023, 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, and students will rotate through literacy and math stations during small group time.

Evaluation Data Sources: Data Digs notes, PLC notes, Small group notes in data binders, running records

Summative Evaluation: Some progress made toward meeting Objective

Performance Objective 8: ESF 180 Day Goal: By February 2024, 60% of Reading and Math teachers at WME will pull at least 2 small groups in Reading and Math and students will rotate through literacy/math stations during small group time for at least 4 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

Performance Objective 9: ESF 270 Day Goal: By May 2024, 80% of Reading and Math teachers at WME will pull at least 2 small groups in Reading and Math and students will rotate through literacy/math stations during small group time for at least 4 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

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: Met Objective

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 utilize required district assessments, provided resources, and track student data to guide instructional practices. Team lesson plans will reflect new research and innovative strategies developed through collaboration in all content areas and cross-curriculum when appropriate.

Evaluation Data Sources: AWARE, Cambium, Dreambox Data, Teacher Data Binders

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: West Memorial Elementary will plan and communicate 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: Met Objective

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-Purposeful 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: Significant progress made toward meeting Objective

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: Met Objective

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 2.0 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, Teaching from the Power Zone 75% 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 3: SI: During brief walkthroughs, teachers will allow for Frequent, Small Group, Purposeful Talk 35% of the time, and students will show evidence of Critical Writing 20% 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: 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 6: SI: During learning walks, teachers will demonstrate differentiated instruction 40% of the time. Additionally, twice per marking period teachers and PLCs will identify targeted small groups to re-teach at least two objectives to the identified small groups in order to master

content.

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 25 Newcomer students, 65 Sheltered Students and our 330 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

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

Performance Objective 4: WMJH will improve its Average Daily Attendance rate from 94.4% to 94.9% for a .5% improvement from 2022-2023 to 2023-2024.

Evaluation Data Sources: Attendance Improvement Committee, Jag Time Phone Calls, Teacher Mentor List for Chronic Absenteeism, Home Visits

Performance Objective 5: WMJH will increase educational efforts on violence prevention and bullying prevention through grade level educational lessons presented by our counseling team during both the first and second semester.

Evaluation Data Sources: WMJH discipline data and observations.

West Memorial Junior High - TIP Performance Objectives

Goal 1 (optional)

Goal 2A (optional)

2023-2024 Reflection

Summer Planning

Williams Elementary Performance Objectives

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

Performance Objective 1: By July of 2024, 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 3 distinction designations.

Evaluation Data Sources: STAAR data, Accountability Reports, AYP

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: While final data is not available at this time, the campus will continue to work on strategies and approaches toward improving student performance.

Performance Objective 2: HB3: The percent of Williams Elementary 3rd grade students who achieve meets and above in Math will increase to 70% by July of 2024.

HB3 Goal

Evaluation Data Sources: STAAR, Dreambox

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue with strategies to support student growth at meets and masters.

Performance Objective 3: HB3: The percent of Williams Elementary 3rd grade students who achieve meets and above in Reading will increase to 73% by July of 2024.

HB3 Goal

Evaluation Data Sources: STAAR, Amira

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with strategies to support student growth at meets and masters.

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 1416.

Evaluation Data Sources: Campus assessments, STAAR, and District Learning Assessments

Summative Evaluation: Met Objective

Next Year's Recommendation: All students met hours for House Bill 1416

Performance Objective 5: 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: Consider additional avenues to promote healthy lifestyles for students.

Performance Objective 6: Student daily attendance will increase by .5% to reach 95.4% at James Williams Elementary.

Evaluation Data Sources: Attendance reports

Summative Evaluation: Met Objective

Next Year's Recommendation: Attendance goal was met with a yearly attendance rate of 95.59%. We will continue to communicate attendance benefits to families.

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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to lead staff to create and monitor specific instructional goals that impact student growth while continuing to grow in data analysis to impact decision making in classrooms.

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: Campus leadership will continue to appreciate staff work and encourage staff growth, will support teaching and student learning through learning environment and resources, and will continue to work to maximize the impact of staff on student learning.

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 5% increase in volunteer hours for school activities.

Evaluation Data Sources: Raptor, Volunteer Hours

Summative Evaluation: Met Objective

Next Year's Recommendation: While the family engagement did increase, the goal of continue to engage families in various ways should continue.

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: Staff participate in trainings, incorporate support in community circles and collaborate with families, support staff, administration and counselor to support well-being.

Wilson Elementary Performance Objectives

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

Performance Objective 1: HB3: The percentage of Wilson Elementary third-grade students who achieve meets or above in Reading will increase to 84% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR data

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 2: HB3: The percentage of Wilson Elementary third-grade students who achieve meets or above in Math will increase to 86% by July 2024.

HB3 Goal

Summative Evaluation: Some progress made toward meeting Objective

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

Performance Objective 4: Increase number of Academic Support Teachers to increase academic achievement

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.

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: Teachers will have opportunities to participate in monthly social activities and collaboration time.

Evaluation Data Sources: Staff survey

Summative Evaluation: Met Objective

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

Summative Evaluation: Exceeded Objective

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

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: Exceeded Objective

Performance Objective 4: Teachers will continue to build positive relationships to foster an environment consisting of respect and dignity.

Evaluation Data Sources: results of safety and bullying survey

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: 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: Exceeded Objective

Performance Objective 2: Provide 1 or more parent engagement activities specific to the parents and families of emergent bilingual (EB) students.

Summative Evaluation: Exceeded Objective

Goal 6: All learning environments will foster engagement by integrating personalized learning experiences.

Goal 7: Katy ISD will develop operational systems and resources that will ensure equity in response to the needs of a growing district with rapidly changing demographics.

Goal 8: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Goal 9: 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 10: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Goal 11: Katy ISD will address challenges in the school finance system.

Goal 12: 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.

Goal 13: Katy ISD will actively support the well-being of all learners.

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: The percentage of Winborn Elementary students who achieve Meets and above in math will increase by 10% in 2024. Winborn Elementary will implement strategies to increase student performance that will close the academic performance gaps between student sub-populations.

High Priority

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 3: HB3: The percent of Winborn Elementary 3rd grade students who achieve Meets or above in Math will increase to 52% in 2024.

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 these strategies and structures as evident by student growth

Performance Objective 4: The percentage of Winborn Elementary students who achieve Meets and above in reading will increase by 10% in 2024..

Winborn Elementary will implement strategies to increase student performance that will close the academic performance gaps between student sub-populations.

High Priority

Evaluation Data Sources: STAAR scores, 2022 Accountability ratings

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue this goal and strategy as evident by student growth

Performance Objective 5: HB3: The percent of Winborn Elementary 3rd grade students who achieve Meets or above in Reading will increase to 56% in 2024.

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 this goal and strategy as evident by student growth

Performance Objective 6: The percentage of Winborn Elementary students who achieve Meets and above in science will increase by 10% in 2024. Winborn Elementary will implement strategies to increase student performance that will close the academic performance gaps between student sub-populations

High Priority

Evaluation Data Sources: STAAR scores, Accountability ratings 2022

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue this goal and strategy as evident by student growth

Performance Objective 7: Winborn Elementary will improve the average daily attendance rate from 93.70% in 2022-2023 to 94.20% in 2023 - 2024 school year.

High Priority

Evaluation Data Sources: Daily and weekly attendance reports, RAAWEE reports

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue this goal and strategy 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 District Assessment, 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 strategies 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, Crisis Prevention Institute, 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 need more support.

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

Next Year's Recommendation: Collaborate with staff and community to improve on our health program.

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 activities to engage families with instructional support.

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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to support and train staff to sustain our culture of learning.

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 to 70% by July 2024.

HB3 Goal

Evaluation Data Sources: The STAAR results will be compared from the 2023 to 2024 school year.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: We will continue with this goal we need it to continue to close instructional gaps.

Performance Objective 2: HB3: The percent of all third grade Wolfe Elementary students who achieve Meets and above in Reading will increase to 55% by July 2024.

HB3 Goal

Evaluation Data Sources: The comparison of the STAAR results from 2023 to 2024.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue with this goal we need it to continue to close instructional gaps.

Performance Objective 3: The percent of all fifth grade Wolfe Elementary students who achieve Meets and above in Science will increase from 42% to 45% by July 2024

Evaluation Data Sources: The comparison of the STAAR results from 2023 to 2024

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue with this goal we need it to continue to close instructional gaps.

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

Summative Evaluation: Met Objective

Next Year's Recommendation: We will continue with promoting fitness next year.

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 39% to 42% and who achieve Meets and above by July 2024.

Evaluation Data Sources: The comparison of the STAAR results from 2023 to 2024.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue with this goal we need it to continue to close instructional gaps.

Performance Objective 2: ESF-85% of teachers will master utilizing instructional strategies to ensure student success.

Evaluation Data Sources: Staar, Campus Check Points & Interims

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will continue with this goal we need it to continue to close instructional gaps.

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 STAAR 49% from School year 22/23 to 51% 3rd-5th Math STAAR for the STAAR 23/24 school year.

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 with this goal we need it to continue to close instructional gaps.

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 Amira and Dream Box.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We need continue to grow the 21st century student with 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: 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: Teacher retention is something we will continue to work on next school year.

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 at 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 work with our community.

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

Performance Objective 1: ESF-Wolfe Elementary will decrease our discipline referrals by 10% from 299 from 22/23 School Year to 270 the 23/24 school Year. The Wolfe campus leaders ensure that teachers are implementing best practices for classroom culture, including establishing clear, efficient routines that maximize student learning.

Evaluation Data Sources: Decrease in Discipline Referrals from 22/23 to 23/24 school year, Stakeholder Surveys

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: We will continue to work on PBIS committee to make a positive impact on the climate and culture.

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 increase to 81% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: 3rd grade meets percentage was 80% on STAAR (Spring 2024)

Performance Objective 2: HB3 - The percent of Wolman Elementary 3rd grade students who achieve Meets and above in Math will increase to 87% by July 2024.

HB3 Goal

Evaluation Data Sources: STAAR

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: 3rd grade RJWE STAAR meets percentage was 80% (Spring 2024)

Performance Objective 3: 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 2023-24 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: Even though this area was accomplished, small group instruction will be a continued focus at RJWE

Performance Objective 4: Increase the number of grade 3-5 RJWE students , including those in Special Education and Economically Disadvantaged subpopulations, who achieve Meets or Masters by 3% in all subjects by the end of the 2023-2024 school year.

High Priority

Evaluation Data Sources: 2024 STAAR scores

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: These subpop numbers increased this schoolyear; these subpops will be a continued area of focus including providing targeted intervention.

Performance Objective 5: Increase written responses on common assessments, module assessments for grades 2nd through 5th in each content areas (science, social studies, reading) by the end of the 2023-2024 school year.

High Priority

Evaluation Data Sources: Written response data from CBAs, Module Assessments, DLAs, and STAAR

Summative Evaluation: Met Objective

Next Year's Recommendation: An increase in writing response opportunities occurred in grades 2-5; this will continue to be a focus in 24-25

Performance Objective 6: 100% of teachers in grades Pre-K - 5 will increase hands-on learning experiences in the area of Science throughout the 2023-2024 school year.

Evaluation Data Sources: -lesson plans
-classroom observations
- use of hands on materials

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: With the new science focus in 24-25, hands on learning opportunities across grade levels will increase next school year

Performance Objective 7: 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 2023-2024 school year.

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

Summative Evaluation: Met Objective

Next Year's Recommendation: Fitness Gram data has not yet been shared, however through an increased focus, improvement was observed by teachers.

Performance Objective 8: Increase the RJWE attendance percentage by one percentage point.

High Priority

Evaluation Data Sources: Attendance Rate

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Through a multitude of incentives and parent outreach our attendance percentage did improve.

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 year's academic growth through small group instruction by addressing the individual needs of all students through targeted and prescriptive small group instruction by the end of the 2023-24 school year.

High Priority

Evaluation Data Sources: Coordinated Grade Level Plans for small group instruction.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: A large majority of students made a years growth or more based on STAAR as well as a variety of end of year data sources

Performance Objective 2: 100% of English learners with parent approval for ESL program participation will receive Literacy 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

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: Significant progress made toward meeting Objective

Next Year's Recommendation: Routine communication occurred between ESL intervention teachers and classroom teachers occurred in an effort to enhance instruction to better meet the needs of EB students

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 2023-2024 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: The additional coach provided invaluable instructional support to our teachers on the RLA side

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 2023-24 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: Volunteer, school and community events continue to be well attended and enjoyable for our students and families!

Performance Objective 2: Ensure that 100% of parents are provided program information to increase and strengthen family engagement by utilizing parent engagement resources including 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 2023-2024 school year.

Evaluation Data Sources: increased parent involvement and engagement for families of English learners
online tools from ReadyRosie

Summative Evaluation: Met Objective

Next Year's Recommendation: Ready Rosie information was shared regularly

Goal 4: Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.

Performance Objective 1: Implement Module Assessments and District Checkpoints and evaluate student growth throughout the 2023-20234 school year.

Evaluation Data Sources: AWARE will be used to evaluate student data that will drive planning for PLCs and small group lesson plans.

Summative Evaluation: Met Objective

Next Year's Recommendation: Module Assessments and District Checkpoints were given on a routine basis and data was analyzed to determine targeted areas of focus.

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 with exposure to all drills by January 2024. Two way radios will be used to effectively communicate during these drills and other emergencies throughout the 2023-2024 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: All district required safety drills and training for students/staff occurred in the 23-24 school year.

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 2023-24 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: Met Objective

Next Year's Recommendation: Community Circles are a routine practice at RJWE

Performance Objective 3: Wolman will offer the Character Strong/Purposefull People Program to 100% of students during the 2023-24 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: Met Objective

Next Year's Recommendation: Character Strong/Purpose People Program was implemented during the 23-24 school year to promote positive choices

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 2023-2024 school year.

Evaluation Data Sources: RCA app, visual student point board in hallway

Summative Evaluation: Met Objective

Next Year's Recommendation: The Ron Clark House System continues to motivate students to make positive choices and the house system increases school spirit.

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 2023-2024 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: Significant progress made toward meeting Objective

Next Year's Recommendation: While we have not yet received results, we expect it to be lower this school year due to an increased focus on increasing positive behavior supports.

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 2023-2024 school year.

Evaluation Data Sources: Lesson plans, PLCs, teacher observation

Summative Evaluation: Met Objective

Next Year's Recommendation: Technology enhanced instructional practices in a variety of ways in the 23-24 school year

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 2023-2024 school year.

Evaluation Data Sources: CBA, DLA , Interim Assessment and STAAR

Summative Evaluation: Met Objective

Next Year's Recommendation: Using technology for completion of online assessments was a routine practice in the 23-24 school year.

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 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 to 87% by July 2024.

HB3 Goal

Evaluation Data Sources: 2024 Accountability data

Performance Objective 7: HB3- The percent of Katy ISD Elementary 3rd grade students who achieve Meets or above in Math will increase to 80% by July 2023.

HB3 Goal

Evaluation Data Sources: 2024 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 structured literacy 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, grade appropriate text, 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 incorporated daily in instruction 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.

Performance Objective 10: WCE will increase student attendance from 95.91% to 96.41%.

Evaluation Data Sources: RaaWee

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 monthly Learning Meetings to increase their learning in areas where they choose to learn.

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

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.

Performance Objective 2: WCE will actively support student use of technology as a tool to enhance learning.

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

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

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.

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).

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

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

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.

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

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 2023-2024 school year.

Performance Objective 4: 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.

Performance Objective 5: 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.

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.

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

Performance Objective 2: The district will write community engagement into Katy ISD curriculum for targeted grades and subjects.

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.

Woodcreek Junior High Performance Objectives

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

Performance Objective 1: By the end of May 2024, student growth will increase in tested content by 3%.

Evaluation Data Sources: CBA, DLA, and STAAR

Summative Evaluation: Met Objective

Performance Objective 2: Instructional staff will collaborate with teachers from other content frequently to support students' needs.

Evaluation Data Sources: Data Tracking in Teams

Summative Evaluation: Met Objective

Performance Objective 3: By the end of May 2024, the campus will improve the average daily attendance by 0.5%.

Evaluation Data Sources: Attendance records

Summative Evaluation: Met Objective

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

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: During 2023 - 2024 school year, all instructional staff will participate in 2 PD sessions based on their learning needs.

Evaluation Data Sources: PD Attendance

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: By May 2024, instructional teams will adopt, and successfully implement the new structures and processes for learning teams.

Evaluation Data Sources: None

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: During the 2023-2024 school, the campus will spotlight digital citizenship week and incorporate students' digital footprint in Respect the Pack Chats.

Evaluation Data Sources: Administration

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: By May 2024, staff will rate their professional experience during this school year as an above-average experience.

Evaluation Data Sources: Pulse Survey Data

Summative Evaluation: Met Objective

Performance Objective 2: By May 2024, the campus will participate in at least one event that focuses on staff appreciation.

Evaluation Data Sources: NONE

Summative Evaluation: Exceeded Objective

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 2024, 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.

Summative Evaluation: Met Objective

Performance Objective 2: By December 2023, the campus will partner with the community to develop a business partner list.

Evaluation Data Sources: NONE

Summative Evaluation: Significant progress made toward meeting Objective

Performance Objective 3: PTA Newsletter will be sent out to the community every other week.

Evaluation Data Sources: NONE

Summative Evaluation: Met Objective

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

Performance Objective 1: By May 2024, bullying reports and violent disciplinary data will decrease when compared to the previous year.

Evaluation Data Sources: BHIP and discipline data

Summative Evaluation: Met Objective

Performance Objective 2: By May 2024, student survey data will show an increase in how frequently adults enforce rules and expectations at WCJH as compared to the previous year.

Evaluation Data Sources: Student Safety Survey

Summative Evaluation: Met Objective

Performance Objective 3: By May 2024, staff will obtain developmental knowledge of MTSS-B to prepare for implementation during the 24-25 school year.

Evaluation Data Sources: Grade-level meeting Agendas and minutes

Summative Evaluation: Met Objective

Youngblood Elementary Performance Objectives

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

Performance Objective 1: HB3: The percent of Youngblood Elementary 3rd grade students who achieve Meet or above in Math will increase to 41% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: Compare 2023 STAAR data in Domains 1-3

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to monitor math meets & masters to show growth

Performance Objective 2: HB3: The percent of Youngblood Elementary 3rd grade students who achieve Meets or above in Reading will increase from to 57% by July 2024.

High Priority

HB3 Goal

Evaluation Data Sources: 2023 State data in Domains 1-3

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Implementation of new curriculum during 2023-2024, established benchmark for future performance goals.

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

Evaluation Data Sources: FitnessGram, Class observation, Formative and Summative fitness skills assessments

Summative Evaluation: No progress made toward meeting Objective

Next Year's Recommendation: P.E. teachers will provide dates for CATCH meeting at the beginning of the year.

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: Youngblood Elementary staff will show at least an 8 rating on the categories of culture and school management in satchel-Pulse surveys.

Evaluation Data Sources: Satchel-Pulse survey results

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: All students, staff, and families will utilize research-based social-emotional learning strategies to maintain a positive learning and work environment. This is inclusive of violence and bullying prevention education.

Evaluation Data Sources: monitor input into BHIP for bullying, data from office referrals, PBIS app

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to train staff at the start of the year on all existing programs (PurposeFULL People, CHAMPS, RCA House Systems, and Community Circles). Bring in resources to support violence and bullying prevention education.