

Executive Summary

TO: Rod Schroder, Interim Superintendent
FROM: Elise W. Kail, Exec. Dir. of Accountability
DATE: 11/7/2016
re: Campus Improvement Plans
cc: Patrick Jones, Chief Academic Officer

In accordance with TEC §11.251, the board is required to review and approve the Campus Improvement Performance Objectives (CIP) for all schools in the district.

Sec. 11.251. PLANNING AND DECISION-MAKING PROCESS. (a) The board of trustees of each independent school district shall ensure that a district improvement plan and improvement plans for each campus are developed, reviewed, and revised annually for the purpose of improving the performance of all students. The board shall annually approve district and campus performance objectives and shall ensure that the district and campus plans:

- (1) are mutually supportive to accomplish the identified objectives; and*
- (2) at a minimum, support the state goals and objectives under Chapter 4.*

Attached are the goals and performance objectives summary for each campus. The goals are based upon the three Teaching & Learning goals and each objective was to be based upon perceived campus needs based from an analysis of:

- 2016 Student Results on STAAR and EOC
- Comprehensive Needs Assessments
- Any other data and assessment that the campuses gathered and analyzed

Each CIP can be found on the website of each campus for more detailed information.

Midland Independent School District

Campus Improvement Plans

Goals & Performance Objectives

2016-2017

Educating the Future!



Midland Independent School District

Board Approval Date: November 14, 2016
CEIC Approval Dates vary by campus

Mission Statement

ALL students will graduate prepared and ready for college and career.

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Abell Jr. High Performance Objectives 2016-2017

Goal 1: Abell will increase performance of all students.

***Increase STAAR-EOC Level 2 Satisfactory Performance, Progress Measure, and Level 3 Advanced Performance by 10%.**

***Meet each Index in the state accountability system.**

***The number of 7th and 8th grade students on track toward graduation will be greater than 88.1%.**

Performance Objective 1: 100% of Abell's core academic classes will use Avid Strategies such as the Cornell note-taking strategy as well as cooperative learning tools to prepare them for rigorous coursework in their current and future academic career. Teachers will use the Curriculum Management Plan strategies and data disaggregation from Lead4ward tools to create highly engaging and rigorous instruction.

Performance Objective 2: Abell students will be provided opportunities to gain extra help during the school day for Genius Hour, placed in an intervention of Math and English as necessary, and by attending tutorials provided before school, at lunch, and after school.

Performance Objective 3: Abell will use progress monitoring documents made by students in all subjects to monitor progress and gauge student achievement of all students. Students will create goals to achieve for the school year. Teachers in all core areas will track student progress to have them level up in their quintile. These data Goal sheets will be utilized for student's to continuously track progress and performance.

Performance Objective 4: Abell will use additional classes in the Master Schedule to support a culture of learning through a variety of courses. These classes include Genius Hour, Teen Leadership and all 7th graders taking a Health course.

Performance Objective 5: Abell will promote academic success with a variety of positive rewards for students in good academic standing.

Performance Objective 6: Abell will ensure positive health is promoted with an emphasis on benefits for healthy lifestyles and physical fitness for all students.

Performance Objective 7: Abell will utilize PLC consultants to review academic and school procedures to ensure that placement, courses, and resources are used to optimize academic achievement, our PLC's and our Administration to ensure appropriate training.

Performance Objective 8: Abell will provide time for Professional Learning Communities to meet within department/subject taught.

Goal 2: Abell will close the achievement gap between all student groups.

***Increase STAAR-EOC Level 2 Satisfactory Performance, Progress Measure, and Level 3 Advanced Performance by 10%**

***Meet each Index in the state accountability system**

***Raise the attendance rate by 2% over prior year or maintain over 96%**

Performance Objective 1: Potential first generation college bound students will be placed in the AVID program. Abell will have 100% compliance with AVID site plan.

Performance Objective 2: Abell will ensure Promotion of Academic Success through multiple means of Vocabulary Development and Critical Writing as measured through formative assessment.

Performance Objective 3: Abell instructional staff will support 100% of Special Education students by following students Individual Educational Plans.

Performance Objective 4: Lead teachers will assist so that 100% of economically disadvantaged students will receive extra assistance to achieve their learning potential. They will be assigned mandatory tutorials by content area as needed.

Performance Objective 5: Principals and all members of leadership and teachers will participate in Staar4ward seminars to work with data, PLC's, lesson planning, formative assessment and student engagement.

Performance Objective 6: Abell instructional staff will support 100% of ELL students. ELL students will be topic of discussion at weekly PLC as measured through PLC minute documents.

Goal 3: Abell will ensure a safe and welcoming environment.

Performance Objective 1: Abell will provide support for 100% of staff members as measured through training agendas, PLC notes, T-TESS goals.

Performance Objective 2: Abell will post communication through campus website on a weekly basis and utilize Twitter and Facebook.

Performance Objective 3: Abell will comply 100% with maintenance directives for upkeep of the building.

Performance Objective 4: Abell will plan and schedule meetings/events that will provide opportunities to for 100% of community involvement in the school and school programs.

Alamo Jr. High Performance Objectives 2016-2017

Goal 1: Alamo will increase performance of all students.

Performance Objective 1: All students with a focus on ECD students performance will increase by 10% in all assessed areas in 2017.

Performance Objective 2: Alamo students will increase by 10 % LEVEL II STAAR performance.

Performance Objective 3: Alamo students will increase level III STAAR performance by 10% in 2017.

Goal 2: Alamo will close the achievement gap between all student groups.

Performance Objective 1: Alamo students will increase STAAR progress by 10% in all subject areas.

Performance Objective 2: 100% of teachers will utilize diverse methods or differentiated instruction and best practices to meet individual needs of all learners.

Goal 3: Alamo will ensure a safe and welcoming environment.

Performance Objective 1: Alamo will create a safe, healthy and orderly environment in which 100% of the students achieve, as well as increase attendance to 96% or greater.

Performance Objective 2: 100% of teachers will use the CHAMPs (DCS) model in their classrooms.

Bonham Elementary Performance Objectives 2016-2017

Goal 1: Midland ISD will increase performance of all students.

Performance Objective 1: Bonham will increase STAAR Level II Satisfactory performance for all students by 10%.

Performance Objective 2: Increase the early reading indicator percentage in grades K-2 from 75% to 83% or higher in Istation.

Performance Objective 3: Bonham will increase Level III advanced performance across all STAAR tested areas.

Performance Objective 4: Bonham will increase Level II performance from 60% to 70% in Writing.

Performance Objective 5: Bonham will increase Level II performance from a 52% to 62% and Level III performance from 0% to 10% in Science.

Performance Objective 6: Bonham will increase Level II performance from a 63% to 73% in Math.

Performance Objective 7: Bonham will increase Level II performance from 68% to 78% in Reading.

Goal 2: Midland ISD will close the achievement gap between all student groups.

Performance Objective 1: Economically Disadvantage student scores will increase from 54% to 64% in Writing.

Performance Objective 2: Economically Disadvantage student scores will increase from 40% to 50% and English Language Learners from 32% to 42% in Science.

Performance Objective 3: Economically Disadvantage student scores will increase from 55% to 65% and English Language Learners from 55% to 65% in Math.

Performance Objective 4: Economically Disadvantage student scores will increase from 58% to 68% and English Language Learners from 55% to 65% in Reading.

Goal 3: Midland ISD will ensure a safe and welcoming environment.

Performance Objective 1: CHAMPS will be utilized to ensure a safe and welcoming environment by 100% of faculty and staff.

Bowie Fine Arts Academy Performance Objectives 2016-2017

Goal 1: Bowie Fine Arts Academy will increase performance of all students.

Performance Objective 1: Increase by 10% the performance of all student groups for meeting Level II Satisfactory Performance on 2017 STAAR.

Performance Objective 2: Improve student fitness in K-6 Physical Education resulting in a 10% increase of the Fitnessgram scores and improve wellness in health by 10% over the previous year's score, using Coordinated School Health Program(CSHP).

Performance Objective 3: Teachers will set professional goals for growth during the first grading period to be evaluated mid and end of the year.

Performance Objective 4: In 2016-17, 100% of Bowie students will demonstrate proficiency in using technology by successfully using computer based instructional materials successfully.

Performance Objective 5: 100% of Bowie Fine Arts Academy staff will meet the highly qualified criteria for the 2016-17 school year.

Goal 2: Bowie Fine Arts Academy will close the achievement gap between all student groups.

Performance Objective 1: Bowie Elementary will increase the passing rate of our economically disadvantaged and Hispanic students by 10% in all 2017 STAAR tested areas.

Performance Objective 2: For the 2016-2017 school year our attendance goal is 97%.

Performance Objective 3: 100% of students at Bowie Elementary will be immersed in a literature rich environment throughout the school year.

Goal 3: Bowie Fine Arts Academy will ensure a safe and welcoming environment.

Performance Objective 1: 100% of students will participate in a learning environment that is safe, drug free, and conducive to learning and promotes a healthy lifestyle throughout the year.

Performance Objective 2: Bowie will have 90% parent and community involvement during the school year to support academic areas through various activities and conferences.

Bunche Elementary Performance Objectives 2016-2017

Goal 1: Bunche Elementary will increase performance of all students.

Performance Objective 1: Bunche Elementary will increase the performance of all student groups for meeting Level II Satisfactory Performance on STAAR from 50% to 60%.

Performance Objective 2: Bunche Elementary will increase the early reading indicator for kinder, 1st, and 2nd graders from 65% to 75% reading on grade level.

Performance Objective 3: Bunche Elementary will increase the performance of all student groups for meeting Level III Advanced Performance on STAAR in reading and math from 5% to 15%.

Performance Objective 4: Bunche Elementary will increase the performance of all student groups for meeting Level II Satisfactory Performance on STAAR Reading from 50% to 60%.

Performance Objective 5: Bunche Elementary will increase the performance of all student groups for meeting Level II Satisfactory Performance on STAAR math from 55% to 65%.

Goal 2: Bunche Elementary will close the achievement gap between all student groups.

Performance Objective 1: Bunche Elementary will increase the passing rate of our economically disadvantaged students from 44% to 55%.

Performance Objective 2: Bunche Elementary will increase the passing rate of our Hispanic students from 50% to 60%.

Performance Objective 3: Bunche Elementary will increase the passing rate of our African American students from 42% to 52%

Performance Objective 4: Bunche Elementary will increase the passing rate of our ELL students from 42% to 52% and 100% of all ELLs will increase at least one proficiency level on TELPAS.

Goal 3: Bunche Elementary will ensure a safe and welcoming environment.

Performance Objective 1: 100% of all students will participate in learning environments that are safe, drug free, and conducive to learning which will promote a healthy lifestyle.

Performance Objective 2: Bunche Elementary will increase attendance from 95.4% to 96.4% in the 16-17 school year

Performance Objective 3: Bunche Elementary will decrease the amount of In school suspension placements and out of school placements from 72 to 65 student placements during the 16-17 school year.

Performance Objective 4: Bunche will increase the amount of parent involvement activities from 6 to 20 for the 16-17 school year.

Burnet Elementary Performance Objectives 2016-2017

Goal 1: Burnet Elementary will increase performance of all students.

Performance Objective 1: Increase the ALL student group STAAR level II Satisfactory performance from 55% to 65%.

Performance Objective 2: Increase this year's early reading indicator for kinder, first, and second from 73% to 83% as measured by Istation.

Performance Objective 3: Increase the ALL student group reading STAAR level II Satisfactory performance from 57% to 67% and reading STAAR level III Advanced performance from 7% to 17%.

Performance Objective 4: Increase the ALL student group math STAAR level II Satisfactory performance from 57% to 67% and math STAAR level III Advanced performance from 8% to 18%.
Increase the ALL student group math TEMI satisfactory performance from to.

Performance Objective 5: Increase the ALL student group science STAAR level II Satisfactory performance from 41% to 60% and science STAAR level III Advanced performance from 5% to 15%.

Performance Objective 6: Increase the ALL student group writing STAAR level II Satisfactory performance from 52% to 62% and science STAAR level III Advanced performance from 6% to 16%.

Goal 2: Burnet Elementary will close the achievement gap between all student groups.

Performance Objective 1: Increase the overall (reading, math, writing, science) Eco. Dis. student group STAAR level II Satisfactory performance from 50% to 60%.

Performance Objective 2: Increase the overall (reading, math, writing, science) LEP students STAAR level II Satisfactory performance from 45% to 55%.

Performance Objective 3: To increase the STAAR "met or exceed" progress measure by 10% for reading and math .

Goal 3: Burnet Elementary will ensure a safe and welcoming environment.

Performance Objective 1: 100% Burnet classroom and special area teachers and other school personnel will implement the CHAMPS classroom management system.

Performance Objective 2: The campus will form five task forces for common areas of the campus to increase student time on task and decrease discipline referrals during unstructured time.

Performance Objective 3: Increase attendance 95.4 to 96.5% in 16-17 school year.

Performance Objective 4: We will educate parents of all language backgrounds using a variety of parental involvement strategies

Bush Elementary Performance Objectives 2016-2017

Goal 1: Bush will increase performance of all students.

Performance Objective 1: 100% of Bush teachers will participate in the collaborative team process, utilizing Solution Tree and Lead4ward as a resource.

Performance Objective 2: Students in all grade levels will show 10% increase in all core subject areas assessed by the end of the year.

Performance Objective 3: Increase STAAR level 2 satisfactory performance, progress monitoring and level 3 advanced performance by 10% by the end of the year.

Performance Objective 4: Bush Elementary will meet each Index in the state accountability by the end of the year.

Performance Objective 5: 83% of K-2 students will meet or exceed the Early Reader Indicator through Istation by the end of the year.

Performance Objective 6: Average campus attendance for students will be 97% or higher by the end of the year.

Performance Objective 7: 100% of Bush Elementary instructional staff will work collaboratively in order to vertically align instruction through grade levels to maximize student success throughout the year.

Performance Objective 8: 100% of teachers will utilize professional development opportunities to continue professional growth that will impact student achievement throughout the year.

Performance Objective 9: 100% of students will be proficient in their grade level numerical fluency by the end of the year.

Goal 2: Bush will close the achievement gap between all student groups.

Performance Objective 1: 100% of all Bush students working below grade level in core subject areas will receive intervention throughout the year.

Performance Objective 2: 100% of Bush students will have access to classroom student computers as well as 2 mobile computer labs to access Istation, Compass, as well as other outside sources to enhance learning throughout the school year.

Performance Objective 3: Teachers will assist students in reaching high standards at 85% mastery/proficiency across the curriculum throughout the school year.

Performance Objective 4: 100% of our ELL students will increase at least one proficiency level on TELPAS by the end of the year.

Goal 3: Bush will ensure a safe and welcoming environment.

Performance Objective 1: Bush will communicate with parents and community regularly throughout the school year.

Performance Objective 2: Bush will schedule meetings/events that will provide opportunities for parent involvement to our parents and community throughout the school year.

Performance Objective 3: 100% of students will participate in learning environments that are safe, drug free, and conducive to learning and promotes a healthy lifestyle.

Performance Objective 4: 100% of Bush staff will promote safety and open communication in an emergency.

Carver Center Performance Objectives 2016-2017

Goal 1: Carver Center will increase performance of all students.

Performance Objective 1: 100% of students in all demographic groups will attain "Satisfactory Academic Performance" on all STAAR assessments in 3rd - 6th grades.

Performance Objective 2: Overall student progress on 2017 STAAR will increase by 10%.

Performance Objective 3: All STAAR grade levels will increase Level 3 STAAR performance by 10%.

Performance Objective 4: Carver Center will increase our attendance rate by 1%.

Performance Objective 5: 83% of Carver 1st and 2nd graders will meet or exceed the 2016/2017 Early Reading Indicator.

Performance Objective 6: Carver Center will meet each Index in the state accountability system for 2016/2017 .

Performance Objective 7: To increase the number of students on track for high school graduation by May 2017, students in grades 1-6 will show a minimum of one year's growth on screening instruments.

Goal 2: Carver Center will close the achievement gap between all student groups.

Performance Objective 1: 100% of all ELL students will attain program exit criteria within the state and district expectations by the end of their 3rd grade year.

Performance Objective 2: 100% of ESL students will be supported both academically and emotionally during their English language acquisition in the 2016/2017 school year as evidenced by a decreased student transfer percentage.

Performance Objective 3: 100% of all student groups and individual students will receive targeted growth mindset oriented instruction and focused progress monitoring during the 2016/2017 school year, evidenced by increased student threshold jumping and goal attainment.

Goal 3: Carver Center will ensure a safe and welcoming environment.

Performance Objective 1: 100% of Carver Center students and staff members will participate in and contribute to a school environment that promotes respect and excellence, and is student oriented and supportive as measured by an increase in the number of students receiving awards and recognition.

Performance Objective 2: Carver Center will develop and utilize numerous avenues of communication with parents and stakeholders to promote parent involvement, participation, and support as evidenced by increased parent satisfaction on surveys.

Performance Objective 3: Carver Center will create, promote, and maintain a safe physical and emotional environment evidenced by an increase in student awareness presentations, student involvement in activities and contests, and improved safety audits and drills.

Performance Objective 4: Carver Center will reduce discipline referrals by 10%.

Coleman High Performance Objectives 2016-2017

Goal 1: CHS will uniformly use effective instructional strategies and support high academic standards to improve student performance in each classroom.

Performance Objective 1: Increase by 10% the performance of all student groups for meeting Level II Satisfactory Performance on STAAR-EOC. This is an increase of 10 students in ELA, 5 students in Alg, 3 students in Bio, 4 students in US History reaching level II on STAAR.

Performance Objective 2: Increase the performance of all student groups meeting or exceeding the growth measure from the prior year STAAR-EOC by moving 1 additional student in ELA STAAR.

Performance Objective 3: Increase performance of all student groups meeting Level III Advanced Performance from the prior year STAAR-EOC performance by 1 student in each tested STAAR course reaching level III.

Performance Objective 4: Close the achievement gap by increasing the level II performance of 18 Hispanic and 10 Economically Disadvantaged students on STAAR-EOC performance for All Subjects.

Performance Objective 5: Increase CHS's student attendance rate.

1st six weeks 82% to 85%

2nd six weeks 79% to 85%

3rd six weeks 73% to 85%

4th six weeks 75% to 85%

5th six weeks 74% to 85%

6th six weeks 75% to 85%

Performance Objective 6: Increase the number of students in grades 9-12 who are on track toward graduation to 88.1% or greater.

Goal 2: CHS will provide a safe and welcoming learning environment for students in order to improve student academic performance.

Performance Objective 1: CHS will reduce discipline referral rates by 10%. (43 referrals)

Performance Objective 2: CHS will assure the assignment of mentors to all students.

Performance Objective 3: CHS will work with community to enhance the learning environment and increase community involvement. Students will be take part in 1 community activity per semester. Students and Staff will participate in 1 campus environment enhancing activity each 6 weeks.

Goal 3: CHS will develop and support highly motivated staff members who maximize student success.

Performance Objective 1: 100% of CHS instructional staff will participate in at least 12 professional growth hours.

Performance Objective 2: 100% of first year teachers will be provided a mentor.

Crockett Elementary Performance Objectives 2016-2017

Goal 1: Crockett Elementary will increase performance of all students.

Performance Objective 1: 100% of Crockett students will receive researched-based core instruction using district provided scope and sequence as well as campus provided support resources all school year.

Performance Objective 2: For the 2016-2017 school year, Crockett will increase STAAR Level 2 satisfactory performance, progress Measures, and Level 3 Advance Performance by 10%.

Performance Objective 3: For the 2016-2017 school year, Crockett Elementary will increase student attendance from 94% to 96%.

Performance Objective 4: Crockett Elementary will employ and retain 100% highly qualified teachers annually.

Performance Objective 5: 83% of K-2 students will meet or exceed the Early Reading Indicator.

Goal 2: Crockett Elementary will close the achievement gap between all student groups.

Performance Objective 1: 100% of Crockett students working below grade level will receive interventions using scientific research based programs and materials 30-45 minutes daily.

Performance Objective 2: For the 2016-2017 school year, 1st through 6th grade will utilize a Instructional Support Specialists to assist students in need of academic intervention for reading and math as determined by grade level data.

Goal 3: Crockett Elementary will ensure a safe and welcoming environment.

Performance Objective 1: 100% of Crockett Students will participate in learning environments that are safe and conducive to learning annually.

Performance Objective 2: For the 2016-2017 school year, Crockett Elementary will reduce the number of office referrals by 50%.

DeZavala Elementary Performance Objectives 2016-2017

Goal 1: DeZavala Elementary will increase performance of all students.

Performance Objective 1: Students in grades 3-6 will demonstrate a 10% gain in academic achievement in all STAAR tested subjects as measured by an increase in correlating index 1 calculations.

Performance Objective 2: Students in grades 3-6 will demonstrate a full years worth of academic growth during the 16-17 school year as measured by a 10% increase on progress measure scores reported in Index 2 in the All Students Reading and Math reporting categories.

Performance Objective 3: Students in grades 3-6 will demonstrate the Closing of Performance gaps by a 10% increase in our students scoring Advanced in Reading, Math, Writing, and Science on the STAAR test as measured by the State calculation on Index 3.

Performance Objective 4: Students in grades Pre-K-2nd will demonstrate a full years worth of academic growth in reading and math during the 16-17 school year as measured by progress monitoring of iStation and TEMI.

Performance Objective 5: 80% of all ELL identified students will increase their TELPAS scores by at least one proficiency level during the 2016-17 school year.

Goal 2: DeZavala Elementary will close the achievement gap within all student groups.

Performance Objective 1: Students in grades 3-6 will demonstrate the Closing of Performance gaps by a 10% increase in our students scoring Advanced in Reading, Math, Writing and Science on the STAAR test as measured by the State calculation on Index 3.

Performance Objective 2: 100% of Staff will work collaboratively in PLC's and Vertical Teams analyze student data, Map Curriculum and plan intervention/acceleration to close student performance gaps in all content areas.

Goal 3: DeZavala Elementary will ensure a safe and welcoming environment.

Performance Objective 1: 100% of Staff will encourage parental involvement in order to create an atmosphere of teamwork

Performance Objective 2: 100% of staff will fully implement both PBS and CHAMPS strategies to minimize student behavior issues.

Early College High School Performance Objectives 2016-2017

Goal 1: ECHS will increase performance of all students by 10%.

Performance Objective 1: Increase by 7% the performance of all student groups for meeting level II Satisfactory Performance on STAAR-EOC.

Performance Objective 2: Increase by 10% the performance of all student groups meeting or exceeding the growth measure from the prior year STAAR-EOC.

Performance Objective 3: Increase performance by 10% all student groups meeting Level III Advanced Performance from the prior year STAAR-EOC performance.

Performance Objective 4: Close the achievement gap between student groups by 10%.

Performance Objective 5: ECHS@MC will remain in the top quartile for each index in the state accountability system.

Performance Objective 6: ECHS@MC will remain in the 90th percentile of all seniors receiving their Associates Degree.

Goal 2: ECHS@MC will support highly motivated staff members who maximize student success.

Performance Objective 1: 100% of ECHS@MC instructional staff will participate in at least 12 professional growth hours.

Performance Objective 2: 100% of first year teachers will be provided a mentor.

Goal 3: ECHS@MC will ensure a safe and welcoming environment for students to improve academic performance.

Performance Objective 1: ECHS@MC will reduce the overall discipline referral rates by 10%.

Performance Objective 2: ECHS will increase parent involvement by increasing the number of opportunities to be involved.

Emerson Elementary Performance Objectives 2016-2017

Goal 1: Emerson will support high academic standards and increase the performance of all students.

Performance Objective 1: A minimum of a 10% gain will be made in STAAR Level 2 satisfactory performance of 3rd-6th grade students in each sub-population group on the STAAR assessment; with a minimum of 25% of students demonstrating Level III Academic Performance, therefore increasing student growth and Emerson's overall score on Index 2.

Performance Objective 2: 100% of ELL students will demonstrate a minimum increase of one level of growth in all areas of the TELPAS exam.

Performance Objective 3: Promote regular attendance to avoid missing daily instruction and prevent the possibility of students becoming "At-Risk," by increasing Average Daily Attendance rate to 97%.

Performance Objective 4: 100% of K-2 students will receive early literacy intervention in order to build a strong foundation, thus preparing them to be on or above grade level by the end of the 2016-2017 school year with at least 85% of students meeting or exceeding the Early Reading Indicator as measured by IStation.

Goal 2: Emerson Elementary will close the achievement gap between all student groups.

Performance Objective 1: Increase the overall (reading, math, writing, science) economically disadvantaged and Hispanic student groups, STAAR Level 2 satisfactory performance, by 10% or more.

Goal 3: Emerson will ensure a safe and welcoming environment.

Performance Objective 1: Provide a school environment that promotes high expectations; a positive attitude toward education; and recognizes student accomplishments for 100% of its students.

Performance Objective 2: Emerson will increase parent and community participation in campus planned activities by a minimum of 25%.

Fannin Elementary Performance Objectives 2016-2017

Goal 1: Fannin Elementary will increase performance of all students.

Performance Objective 1: At least 85% of students in all subgroups will meet proficiency standard on each Common Formative Assessment.

Performance Objective 2: To increase the number of students on track for graduation, by May, 2017, 100% of Kinder-sixth grade students will show a minimum of one year's growth on screening instruments.

Performance Objective 3: To meet each Index in the state accountability system, 100% of Fannin 3rd-6th meet or exceed their growth measure from prior year as measured on 2017 STAAR.

Performance Objective 4: During the 2016/2017 school year, all student subgroups will meet the district goal of 96 % attendance rate.

Performance Objective 5: Fannin students will show a minimum of a 10% increase in physical fitness from the 2015-2016 school year, as measured by the Fitness Gram test administered in November, 2016.

Performance Objective 6: 100% of Fannin teachers will meet state requirements for certification as outlined by the Texas Education Agency.

Goal 2: Fannin Elementary will close the achievement gap in all student groups as measured by an increase of 10% on STAAR assessments

Performance Objective 1: During the school year, Economically disadvantaged students, African American students, and Hispanic students will close performance gaps in all core subjects by making at least a 10% increase in STAAR scores for all tested subjects.

Performance Objective 2: Fannin staff will be provided with professional growth opportunities to address instructional goals and improve student performance, with an emphasis on strategies increasing the reading scores of our African American and economically disadvantaged students, and the writing scores of Hispanic students as measured by a 10% increase in 2017 STAAR scores.

Performance Objective 3: Students performing below grade level will receive a minimum of 30 minutes daily intervention in reading and/or math.

Performance Objective 4: By May, 2017, at least 89% of students in Kindergarten through 2nd grade will meet the Early Reading Indicators reported on PEIMS.

Performance Objective 5: During the 16/17 school year, 100% of teachers will utilize cooperative learning strategies to increase student understanding as well as the opportunity to practice without penalty.

Goal 3: Fannin Elementary will ensure a safe and welcoming environment.

Performance Objective 1: During the 2016-2017 school year, Fannin staff will offer multiple and varied opportunities for parental involvement to ensure student success.

Performance Objective 2: During the 2016-2017 school year, 100% of Fannin students will participate in learning environments that are safe, drug-free, and conducive to learning as measured by discipline data, feedback, and campus climate surveys.

Performance Objective 3: Fannin will reduce office referral rates by 10% as measured by the number of referrals entered into ITCCS for the 16/17 school year.

Performance Objective 4: Fannin staff will create a college-going atmosphere on a weekly basis to promote post-secondary learning, by sharing college information during announcements, celebrating Go-Get-It Week, and promoting college with students.

Performance Objective 5: Fannin administrators, counselor, and teachers will meet annually with instructional teams to provide a smooth transition from grade to grade.

Fasken Elementary Performance Objectives 2016-2017

Goal 1: Fasken Elementary will increase performance of all students.

Performance Objective 1: A minimum of 10% gain will be made in Level II Satisfactory Academic Performance results of 3rd - 6th grade students in each sub-population group on the STAAR assessment, with a minimum of 30% of students demonstrating Level III Academic Performance in each tested content area.

Performance Objective 2: A minimum of 80% of students in 4th - 6th grade will meet or exceed STAAR progress measures.

Performance Objective 3: 100% of teaching staff will have an understanding of the state's Knowledge & Skills; including Readiness, Supporting, and Process Standards, to ensure implementation through Best Practices as outlined in the district's Curriculum Management Plan, Excellence in Teaching Model and Lead4ward.

Performance Objective 4: 100% of ELL/Bilingual Denial students will demonstrate a minimum increase of one level of growth in all areas of the TELPAS exam.

Performance Objective 5: 100% of K-2 students will make a minimum of 1 year's growth in reading, as outlined in the Fountas & Pinnell text gradient chart, by the end of the school year.

Performance Objective 6: The technology based equipment and software provided will be implemented effectively to enhance teaching and learning and help meet the needs of 100% of our learners.

Goal 2: Fasken Elementary will close the achievement gap between all student groups.

Performance Objective 1: A shared vision of academic success will be promoted as 100% of teachers will be involved in the Professional Learning Communities (PLC) concept of team collaboration where they will share student data, instructional strategies, and accountability for student learning.

Performance Objective 2: Analyze achievement data to identify students working below grade level and provide 100% of these students research-based intervention and individualized instruction.

Performance Objective 3: Challenge the unique educational needs of 100% of students and provide ample opportunities to enrich their academic strengths.

Performance Objective 4: Promote regular attendance and have an Average Daily Attendance rate of 97%.

Goal 3: Fasken Elementary will ensure a safe and welcoming environment.

Performance Objective 1: Develop a school climate that promotes high expectations, a positive attitude toward education, and recognizes student accomplishments for 100% of its students.

Performance Objective 2: Maintain a school facility that is safe, orderly, drug free and conducive to meeting the educational needs of 100% of its students.

Performance Objective 3: A positive school climate will be established for all teaching staff, where they have a voice in the decision-making process, are respected and recognized for their dedication and accomplishments.

Performance Objective 4: Provide parents, business partners and community members a variety of opportunities for active, collaborative involvement which support student success.

Goddard Jr. High Performance Objectives 2016-2017

Goal 1: Goddard will increase performance of all students.

Performance Objective 1: Goddard will uniformly use effective instructional strategies and support high academic standards to improve student performance in each classroom.

Performance Objective 2: Goddard will increase by at least 10% the performance of all student groups for meeting Level II Satisfactory Performance on STAAR-EOC.

Performance Objective 3: Goddard will increase performance by at least 10% all student groups meeting Level III Advanced Performance from the prior year STAAR-EOC performance.

Performance Objective 4: Goddard will meet or exceed the target score for each index in the state accountability system.

Performance Objective 5: Goddard will increase student attendance rate to 96% or above for all student groups.

Performance Objective 6: 100% of all Goddard core teachers have one period per day built into their schedule for collaboration with PLC.

Performance Objective 7: 100% of Goddard elective teachers will collaborate at least one time each month with identified PLC.

Goal 2: Goddard will close the achievement gap between all student groups.

Performance Objective 1: Goddard will close the achievement gap between student groups by defined percentages based upon the existing gap from prior year STAAR-EOC performance for All Subjects Category.

Performance Objective 2: All adults at Goddard will have a family group of 15 or less students for which they will monitor grades, attendance, and behavior.

Performance Objective 3: All core teachers at Goddard will use CFA data to select at least 15 students for REACH (school day intervention/extension) two days each week.

Performance Objective 4: Goddard will develop and support highly motivated staff members who support the mission that all students can achieve at high levels.

Performance Objective 5: 100% of Goddard instructional staff will participate in at least 24 professional learning hours.

Performance Objective 6: 100% of Goddard first year teachers will be provided a mentor.

Performance Objective 7: Goddard will continue to expand available technology such as chromebooks, iPads, and other classroom equipment.

Performance Objective 8: 100% of Goddard students will be placed on an Interdisciplinary team according to student need.

Performance Objective 9: 100% of Goddard teachers will be trained on BYOD policies and strategies and have the opportunity to attend additional technology training on campus once a month.

Goal 3: Goddard will create a safe and welcoming environment.

Performance Objective 1: Goddard will reduce discipline referral rates by 10%

Performance Objective 2: 100% of Goddard teachers will be trained on CHAMPS and the campus time out/buddy room process.

Performance Objective 3: 100% of Goddard students will be trained on CHAMPS expectations in common areas during family time.

Performance Objective 4: 100% of Goddard students will use a planner for two way home/school communication.

Performance Objective 5: Goddard will host at least twenty parent and family events. These events will be hosted by administration, interdisciplinary teams, Community in Schools, and other campus groups. These events include open house, team parent nights, Saturday parent academies, and other events.

Performance Objective 6: Goddard will complete 100% of all required safety drills.

Greathouse Elementary Performance Objectives 2016-2017

Goal 1: Greathouse will increase the academic performance of all students.

Performance Objective 1: Greathouse staff will focus on increasing the STAAR Level 2 (Satisfactory) and Level 3 (Advanced) by 10%

Performance Objective 2: Greathouse will improve the daily attendance rate to an overall 96.5% to increase student progress and performance.

Performance Objective 3: Staff development opportunities will be provided to 100% of teachers based upon their T-TESS goals and campus goals.

Performance Objective 4: Greathouse instructional staff will utilize at least 3 new Lead4Ward strategies each week in their daily lessons.

Performance Objective 5: Greathouse LEP students (identified ELL's and Parent Denials) will increase their TELPAS ratings in each domain of Speaking, Listening, Reading and Writing by at least one proficiency level by May of 2017.

Goal 2: Greathouse will close the achievement gap among all student groups.

Performance Objective 1: Greathouse instructional staff will monitor progress of students identified for targeted intervention (RTI) weekly during their PLC's.

Performance Objective 2: Each week, Greathouse teachers will utilize 5 or more research-based strategies that specifically engage economically disadvantaged students in the classroom

Performance Objective 3: Greathouse instructional staff will use Index Planning data to target students of focus to increase performance across each Index by 10% or more.

Performance Objective 4: Greathouse teachers will analyze assessment data collaboratively in 90 minute weekly blocks to improve/differentiate classroom instruction.

Goal 3: Greathouse will ensure a safe and welcoming environment.

Performance Objective 1: By June 2017, 100% of Greathouse instructional staff will participate in focused activities to increase positive relationships with students' families.

Performance Objective 2: The results of parent surveys for 2016-2017 as measured by MISD will indicate an overall increase from 2015-2016 in positive feedback regarding how staff interacts with parents.

Performance Objective 3: 100% of Greathouse staff will promote and maintain a school environment that is safe and orderly and recognizes student achievement.

Henderson Elementary Performance Objectives 2016-2017

Goal 1: Henderson will increase performance of all students.

Performance Objective 1: The percentage of Henderson students reaching Level II Satisfactory or Level III Advanced on the state assessment will increase by a minimum of 10 percentage points which will meet each Index in the state accountability system.

Performance Objective 2: Henderson staff will promote regular attendance to attain a 98.16% Daily Average Attendance for the 2016-2017 school year which is a 2% increase over the 15-16 school year of 96.22%.

Performance Objective 3: Henderson will improve student fitness in K-12 Physical Education resulting in a 20% increase of the Fitnessgram scores and improve wellness in health by 20%, using Coordinated School Health Program (CSHP).

Performance Objective 4: 100% of Henderson Teachers will meet the ESSA criteria of Highly Qualified.

Performance Objective 5: Henderson will establish and hold CEIC meetings six times throughout the 2016-2017 school year to discuss and review accounts, new programs, school culture, and staff development.

Performance Objective 6: Henderson ELL students will increase at least one proficiency level on TELPAS.

Goal 2: Henderson will ensure a safe and welcoming environment.

Performance Objective 1: Campus administrators, teachers, and counselors will work collaboratively in order to provide a smooth transition to 100% of students from grade level to grade level to maximize student performance.

Performance Objective 2: 100% of students will participate in learning environments that are safe, drug-free, conducive to learning and promotes healthy lifestyles as well as recognizing student accomplishments.

Performance Objective 3: Henderson Elementary will provide opportunities throughout the 2016-2017 school year for parents and community organizations to enhance the school culture.

Goal 3: Henderson will close the achievement gap between all student groups.

Performance Objective 1: 100% of students will receive research-based instruction to include Tier I, Tier II, and Tier III in a timely manner and 83% of K-2 students will meet or exceed Early Reading Indicator.

Performance Objective 2: 100% of Title-1 funds will be allocated and used according to federal guidelines during the 2016-2017 school year.

Performance Objective 3: Henderson will exhibit continuous technological improvement during the 2016-2017 school year.

Houston Elementary Performance Objectives 2016-2017

Goal 1: Sam Houston will uniformly use effective instructional strategies and support high academic standards to improve student performance in each classroom.

Performance Objective 1: Increase by 10% the performance of all student groups for meeting Level II Satisfactory Performance on Spring 2017 STAAR

Performance Objective 2: Increase by 10% the performance of all student groups meeting or exceeding the growth measure from the prior year STAAR.

Performance Objective 3: Increase performance by 10% all student groups meeting Level III Advanced Performance from the prior year STAAR

Performance Objective 4: Sam Houston will meet the target score for each Index in the state accountability system for the spring 2017 STAAR

Performance Objective 5: Sam Houston's will increase student attendance rate to 96% or above for all student groups for the 2016-2017 school year.

Performance Objective 6: Increase the number of students in grades K-2 meeting the Early Reading Indicator to 83% or higher EOY 2016-2017 school year.

Performance Objective 7: Increase the number of students in grades K-12 who are on track toward graduation to 88.1% or greater by end of 2016-2017 school year.

Goal 2: Sam Houston will close the achievement gap between all student groups.

Performance Objective 1: Close the achievement gap between student groups by 10% defined percentages based upon the existing gap from prior year STAAR performance for All Subjects Category according to the 2016-17 CIP Goals using Spring 2017 STAAR Scores.

Performance Objective 2: Sam Houston will meet or exceed Index 3 on the State accountability system according to Spring 2017 STAAR scores

Performance Objective 3: Improve student fitness by increasing by 10% of the 2016-2017 Fitness gram

Goal 3: Sam Houston will provide a safe and welcoming learning environment for 100% of the students in order to improve student academic performance during the 2016-2017

Performance Objective 1: Sam Houston will reduce discipline referral rates by 10% for 2016-2017 School year.

Performance Objective 2: Sam Houston will increase the number of mentors on campus by 25% with our Partners In Education and community volunteers for the 2016-2017 school year.

Performance Objective 3: Sam Houston will increase the participation in parent engagement activities on campus by 25% for the 2016-2017 school

year.

Performance Objective 4: Sam Houston Elementary will provide 100% students with a learning environment that promotes philanthropy and ownership during the 2016-2017 school year.

Jones Elementary Performance Objectives 2016-2017

Goal 1: Jones Elementary will increase performance of all students.

Performance Objective 1: During the 2016-2017 school year, 100% of Jones students will receive research-based Tier 1, Tier 2, and Tier 3 instruction in the area of Reading and Language Arts. All student groups in third, fourth, fifth, and sixth grades will score above 85% on Index 1 for STAAR Reading.

Performance Objective 2: During the 2016-2017 school year, 100% of Jones students will receive research-based Tier 1, Tier 2, and Tier 3 instruction in the area of Math. All student groups in third, fourth, fifth, and sixth grades will score above 75% for STAAR Math.

Performance Objective 3: During the 2016-2017 school year, 100% of Jones students will receive research-based Tier 1, Tier 2, and Tier 3 instruction in the area of Science. All student groups in fifth grade will score above 90% for STAAR Science.

Performance Objective 4: During the 2016-2017 school year, 100% of Jones students will receive research-based Tier 1, Tier 2, and Tier 3 instruction in the area of Writing. All student groups in fourth grade will score above 90% for STAAR Writing.

Performance Objective 5: During the 2016-2017 school year, Jones Elementary will support and increase access to high quality Fine Arts instruction and/or creative learning opportunities.

Performance Objective 6: During the 2016-2017 school year, Jones Elementary will achieve health and fitness for students through increased student participation in physical activities and ensure compliance with nutrition and staff wellness guidelines.

Performance Objective 7: During the 2016-2017 school year, Jones Elementary will recruit, develop, and support highly motivated staff members who maximize student success.

Performance Objective 8: The staff of Jones Elementary will communicate effectively with parents throughout the 2016-2017 school year.

Performance Objective 9: During the 2016-2017 school year, 100% of Jones pre-kindergarten through sixth grade students and their parents will receive information that connects to high school graduation, post secondary education, and related academic success topics.

Performance Objective 10: During the 2016-2017 school year, student attendance will increase to at least 97%.

Performance Objective 11: During the 2016-2017 school year, 100% of the Jones Elementary students will be prepared to use technology effectively.

Performance Objective 12: During the 2016-2017 school year, Jones Elementary will exercise fiscal responsibility. 100% of local and Title One budget funds will be allocated and used according to federal guidelines, based on student needs, and prioritized to maximize student achievement.

Goal 2: Jones Elementary will close the achievement gap between all student groups.

Performance Objective 1: During the 2016-2017 school year, 100% of all students working below grade level in core subject areas will receive interventions with a specific focus on the fragile sub-populations. All student groups in third, fourth, fifth, and sixth grades will increase at least 10% for STAAR Reading, Math, Science, and Writing.

Performance Objective 2: During the 2016-2017 school year, ELL students will make at least one year's growth on TELPAS.

Performance Objective 3: During the 2016-2017 school year, 100% of Jones students will receive differentiated instruction.

Goal 3: Jones Elementary will ensure a safe and welcoming environment.

Performance Objective 1: During the 2016-2017 school year, 100% of Jones students will participate in learning environments that are safe, drug free, and conducive to learning while promoting a healthy lifestyle.

Performance Objective 2: During the 2016-2017 school year, leadership opportunities will be provided for fourth, fifth, and sixth grade students through the use of an active Student Council program.

Performance Objective 3: During the 2016-2017 school year, Jones will fully develop positive partnerships with Midland's community and business organizations.

Performance Objective 4: During the 2016-2017 school year, Jones Elementary will provide monthly continuous opportunities for parents to engage in their child's educational development and participate in the overall success of the school through parent involvement and parent training sessions.

Performance Objective 5: During the 2016-2017 school year, 100% of the Jones Elementary teachers will create warm and welcoming classroom environments.

Lamar Elementary Performance Objectives 2016-2017

Goal 1: Lamar Elementary will increase performance of all students.

Performance Objective 1: The STAAR passing rate for each tested subject will increase 15 percentage points.

Performance Objective 2: 85% of Lamar students will make one year's growth in reading.

Performance Objective 3: Lamar Elementary will increase the attendance rate to 97%

Performance Objective 4: Lamar Elementary will recruit, develop, and support highly motivated staff members who maximize student success.

Performance Objective 5: The staff of Lamar Elementary will communicate effectively with parents.

Performance Objective 6: 100% of Lamar pre-kindergarten through sixth grade students and their parents will receive information that connects to high school graduation, post secondary education, and related academic success topics.

Goal 2: Lamar Elementary will close the achievement gap between all student groups

Performance Objective 1: The passing rate for economically disadvantaged and Hispanic students will increase by 10 percentage points for each tested STAAR subject.

Performance Objective 2: 100% of Lamar's English Language Learners will demonstrate at least one level of growth according to TELPAS proficiency levels.

Performance Objective 3: The percentage of economically disadvantaged and Hispanic students meeting advanced standard on STAAR will increase by 10 percentage points for each tested subject.

Goal 3: Lamar Elementary will ensure a safe and welcoming environment.

Performance Objective 1: 100 Percent of Lamar students will participate in a learning environment that is welcoming, safe, drug-free and conducive to learning.

Performance Objective 2: Lamar Elementary will provide monthly opportunities for parents to engage in their child's education and participate in the overall success of the school through parent involvement.

Lee Freshman Performance Objectives 2016-2017

Goal 1: MISD will uniformly use effective instructional strategies and support high academic standards to improve student performance in each classroom.

Performance Objective 1: Based on data from the previous year's standardized test results, we will increase by 10% the performance of all student groups in the following areas on STAAR-EOC : for meeting Level II Satisfactory Performance, for meeting/exceeding the growth measure, and for meeting Level III Advanced performance.

Performance Objective 2: We will meet or exceed the target score for each Index in the state accountability system and close the achievement gap between student groups by defined percentages based upon statistics from the prior year STAAR-EOC performance for all tested subjects.

Performance Objective 3: We will increase the campus student attendance rate to 96% or above for all student groups.

Goal 2: MISD will provide a safe and welcoming learning environment for students in order to improve student academic performance.

Performance Objective 1: We will reduce campus discipline referral rates by 10% based on the number from the previous academic year.

Goal 3: MISD will develop and support highly motivated staff members who maximize student success.

Performance Objective 1: 100% of the LFHS instructional staff will participate in at least 12 professional growth hours.

Performance Objective 2: 100% of first year teachers will be provided a mentor.

Lee Senior High Performance Objectives 2016-2017

Goal 1: Lee High School will increase performance of all students.

Performance Objective 1: Determine appropriate instructional placements for 100% of our students served through special programs (special education, ELLs, NCA, gifted education) and identified subgroups (Economically Disadvantaged, AA and Hispanic).

Performance Objective 2: Provide rigorous coursework and instructional support and interventions to prepare 100% of our students for the increased rigor of the EOC and college-readiness standards

Performance Objective 3: Increase EOC passing rates by 10% for all tested areas, and increase commended rate in US History by 20%.

Performance Objective 4: Using the PLC process the teachers will use data to focus instruction for student improvement.

Goal 2: Lee High School will close the achievement gap between all student groups.

Performance Objective 1: Identify at-risk students who are behind on credits and/or who have failed one or more EOC exam and target them for additional intervention in their high need areas.

Performance Objective 2: PLC teams will disaggregate data to focus instructional strategies to maximize learning the targeted TEKS.

Performance Objective 3: Increase attendance rates to 96%

Performance Objective 4: Utilizing Title 1 funds to provide additional learning opportunities for our identified at-risk students we will increase the December EOC passing rate by 10%.

Performance Objective 5: Increase the attendance rate of our identified at risk students by monitoring their attendance, discipline and grades.

Goal 3: Lee High School will ensure a safe and welcoming environment.

Performance Objective 1: Educate staff and students on issues concerning violence and mental health.

Performance Objective 2: Improve classroom and school wide discipline procedures.

Performance Objective 3: Increase community meetings to increase school and parent communication about the programs available for our students.

Goal 4: Lee High School will meet or exceed all state and federal standards for completion rate.

Performance Objective 1: Maintain an accurate cohort tracking system for 100% of our students.

Performance Objective 2: Utilize a thorough and efficient leaver report with accurate coding for 100% of our leavers.

Performance Objective 3: Provide identified students with flexible scheduling opportunities to help them complete high school as appropriate.

Performance Objective 4: Provide identified students Individual Graduation Committee (IGC) opportunities to help them complete high school in their cohort.

Long Elementary Performance Objectives 2016-2017

Goal 1: Long Elementary will increase performance of all students.

Performance Objective 1: Increase the ALL student group STAAR level II Satisfactory performance from 48% to 60%.

Performance Objective 2: 85% of K-3 students will make a minimum of 1 year's growth in reading and math, measured by Fountas & Pinnell, Istation, and TEMI.

Performance Objective 3: Increase the number of students that met or exceed growth on STAAR from 52% to 62%.

Performance Objective 4: 100% of teachers will be involved in teacher collaborative teams that collaborate about curriculum planning, common formative assessments, student data, instructional strategies, intervention and enrichment, and student accountability.

Performance Objective 5: Increase student attendance from 95% to 96%.

Goal 2: Long will close the achievement gap between all student groups.

Performance Objective 1: Increase the student in all sub groups meeting STAAAR level III academic performance in reading, math, writing, and science by 10%.

Performance Objective 2: 100% of ELL students will demonstrate a minimum increase of one level of growth on TELPAS.

Performance Objective 3: 100% of teachers will analyze achievement data to identify students need to participate in intervention and enrichment.

Performance Objective 4: Increase the number of students in all sub groups meeting STAAR level II Satisfactory performance by 10%.

Performance Objective 5: 100% of students working below grade level will receive intervention using scientific research based programs and materials.

Goal 3: Long Elementary will ensure a safe and welcoming environment.

Performance Objective 1: 100% of students will participate in a learning environments that is safe, drug free, promotes a healthy lifestyle, and conducive to learning.

Performance Objective 2: 100% of the students will participate in a learning environment that promotes high expectations, a positive attitude, and recognizes students.

Performance Objective 3: Decrease the number of discipline referrals by 10%.

Performance Objective 4: 100% of staff will encourage parent involvement in order to create an atmosphere to promote student learning.

Midland Alternative Program Performance Objectives 2016-2017

Goal 1: All MAP students will show significant academic progress using effective research-based strategies/practices.

Performance Objective 1: All MAP teachers will use research-based strategies for instruction.

Performance Objective 2: All MAP parents will be informed of students' performance.

Performance Objective 3: All MAP DDAEP students receiving a six weeks grade of a 80 or above will be recognized.

Performance Objective 4: All MAP teachers will closely monitor grades.

Performance Objective 5: All MAP teachers will be prepared to support academic success.

Performance Objective 6: Teachers will incorporate more technology in the learning environment.

Performance Objective 7: Students will have opportunities to learn and use technology in their learning environment.

Goal 2: MAP will close the achievement gap between all students.

Performance Objective 1: DDAEP students who are working below grade level and/or receiving failing grades will receive research-based interventions.

Goal 3: MAP will ensure a safe and welcoming environment.

Performance Objective 1: Students will participate in activities that promote a safe, healthy, and drug-free learning environment.

Performance Objective 2: Staff will participate in activities/ trainings that promote a safe, healthy, welcoming, and/or drug-free school environment.

Performance Objective 3: MAP will develop programs/activities that enhance its relationship with its Partners In Education.

Midland Freshman Performance Objectives 2016-2017

Goal 1: Midland Freshman High School will increase performance of all students.

Performance Objective 1: Midland Freshman High School Staff will increase the the number of students attaining Level II on the EOC in all content areas by 10%.

Performance Objective 2: Increase student attendance rate to 96% or above for all student groups.

Performance Objective 3: Increase the number of students who are on track to graduate to 88%

Performance Objective 4: Staff Development Opportunities will be provided to teachers to help them grow professionally based upon their T-Tess goals.

Performance Objective 5: 100% of core teachers will have scheduled collaboration time to plan CFA's, analyze data, and discuss best practices.

Performance Objective 6: Increase the number of students attaining Level III on the EOC by 10%.

Goal 2: Midland Freshman will close the achievement gap between all student groups.

Performance Objective 1: Provide targeted instruction and interventions to the following student groups:

Economically Disadvantaged

ELL

Special Education

African American

Performance Objective 2: Students identified as LEP, will receive ESL services and additional tutorial sessions to promote academic language instruction to ensure academic success.

Performance Objective 3: Midland Freshman teachers will implement Lead4ward strategies during classroom instruction to increase student engagement.

Performance Objective 4: Students identified in Special Education will be appropriately placed according to their educational needs and receive targeted instruction to ensure success.

Goal 3: Midland Freshman will ensure a safe and welcoming environment.

Performance Objective 1: Reduce campus discipline referrals by 10% from previous school year

Performance Objective 2: Increase the number of opportunities for parental involvement.

Performance Objective 3: Midland Freshman will create a Positive Behavior Support System to encourage and promote good behavior.

Midland Senior High Performance Objectives 2016-2017

Goal 1: Midland High School will increase performance of all students.

Performance Objective 1: Midland High School will increase the number of students meeting or exceeding Level II on the EOC in all areas by 10% except in those areas where Level II passing rates exceeded 90% for 2015-2016. In those areas, 100% of students will meet or exceed Level II.

Performance Objective 2: Increase student attendance rate to 96% or above for all student groups.

Performance Objective 3: Increase the number of students meeting Level III performance on EOC in all areas by 10%.

Performance Objective 4: Increase the number of students meeting or exceeding the growth measure by 10%.

Performance Objective 5: Increase the number of student completing dual credit coursework to 90% or higher.

Performance Objective 6: Increase AP Performance to at or above state performance.

Performance Objective 7: Decrease student course failures by 10%.

Performance Objective 8: MHS will increase the participation rate of African American and Special Ed students to at least 95%.

Performance Objective 9: MHS will increase the graduation rate of the all student group and all sub-groups by 2%.

Performance Objective 10: MHS teaching staff will be 100% Highly Qualified.

Goal 2: Midland High School will close the achievement gap between all student groups.

Performance Objective 1: Increase the numbers of students reaching Level II or higher on EOCs in all areas by 10% for the following demographic groups: English Language Learners; Hispanic; African-American; and Economically Disadvantaged.

Performance Objective 2: Increase the numbers of students reaching Level III on EOCs in all areas by 10% for the following demographic groups: Special Education; English Language Learners; Hispanic; African-American; and Economically Disadvantaged.

Performance Objective 3: Increase the numbers of student meeting the progress measure on EOCs by 10% in the following demographic groups: Special Education; English Language Learners; Hispanic; African-American; and Economically Disadvantaged.

Goal 3: Midland High School will ensure a safe and welcoming environment.

Performance Objective 1: Reduce discipline referral rates by 10%.

Performance Objective 2: Increase the % of positive responses on surveys regarding teacher timely and helpful feedback by 10%.

Performance Objective 3: Increase principal communications to parents by 25%.

Performance Objective 4: Coordinate at least two events (1 student, 1 staff) promoting healthy lifestyles.

Performance Objective 5: Eliminate incidents of bullying on campus and at campus events.

Performance Objective 6: Host, at a minimum, 2 events to encourage parent input regarding school operations and to share information regarding parent involvement in the school.

Performance Objective 7: Identify and provide Pregnancy Related Services (PRS) to all pregnant students.

Performance Objective 8: MHS will inform parents of curricular choices and counsel to prepare students for career and college.

Performance Objective 9: MHS will educate students on Internet Safety.

Performance Objective 10: MHS will train counselors and teachers and utilize an evidence-based curriculum in preventing suicide.

Performance Objective 11: MHS will utilize evidence-based curricula in teaching alcohol use awareness, HIV prevention, and violence/abuse prevention.

Milam Elementary Performance Objectives 2016-2017

Goal 1: ...will increase performance of all students.

Performance Objective 1: 65% or more of Milam Elementary students will demonstrate growth on state assessments and on district assessments in the core subject areas. We will work towards increasing the passing rate of students meeting expectations in reading and math.

Performance Objective 2: 100% of Milam teachers will participate in the collaborative team process, utilizing the Lead4Ward process.

Performance Objective 3: 100% of Milam students will receive research-based instruction in the core content areas. Curriculum Management Plan, Lead4Ward Instructional Strategies, STAAR blueprint, Eduphoria data reports and other available district resources, will be available.

Performance Objective 4: 100% of Milam's staff will be provided with opportunities to enhance their knowledge and skills that will impact student success through the professional learning community process.

Performance Objective 5: Campus will hire an additional 5th grade teacher to establish smaller class sizes.

Performance Objective 6: Milam will establish a campus leadership team to improve teacher quality and enhance leadership effectiveness for leadership on campus. Team members will exhibit leadership characteristics and skills known to promote and implement positive educational changes.

Goal 2: ...will close the achievement gap between all student groups.

Performance Objective 1: Milam will produce and disaggregate achievement data by subgroup and plan for a minimum of 10% improvement success rate in the core content areas.

Performance Objective 2: 100% of Milam's English Language Learners will demonstrate at least one level of growth according to proficiency levels on TELPAS.

Performance Objective 3: Milam will identify students by subgroups and set SMART goals for individual students in each subgroup in reading and math.

Goal 3: ...will ensure a safe and welcoming environment.

Performance Objective 1: 100% of Milam instructional staff will be trained in the district adopted CHAMPS protocol to establish environments that are conducive to learning.

Performance Objective 2: Milam will provide various and continuous opportunities for parents to engage in their child's educational development and participate in the overall success of the school through parent involvement and parent training sessions and tools.

Performance Objective 3: Milam Elementary staff will work in partnership with business and community partners to support students in need of

additional academic or behavioral objectives.

Parker Elementary Performance Objectives 2016-2017

Goal 1: All Parker students will show significant academic progress using an effective instructional process (planning, mapping standards, tracking data, data analysis, intervention and enrichment)

Performance Objective 1: Increase ALL student group STAAR level II Satisfactory performance by 10% for all subjects over last year's STAAR (STAAR 2016 results All-79%, Reading-75%, Math-81%, Writing-77%, Science-89%)

Performance Objective 2: Increase ALL student group STAAR Level III on state assessment by 5% on each grade level, content STAAR results.

Performance Objective 3: English Language Learners (ELL) in Grades 1 - 6 will advance one level on the reading and composite sections of the TELPAS test.

Performance Objective 4: Increase this year's early reading indicator and math grade level progress for Kinder, first and second grade students to 85% or more above grade level.

Performance Objective 5: All students will participate in learning environments that are 100% safe, drug free, and conducive to learning while promoting a healthy lifestyle.

Performance Objective 6: Early childhood teachers will work with kindergarten teachers in order to provide smooth transitions from the Pre-K classroom to the kindergarten classroom.

Performance Objective 7: All Parker 6th grade students will work collaboratively with 6th grade teachers and counselors to provide a smooth transition from the elementary campus to the prospective junior high schools.

Goal 2: The Parker Team will close the achievement gap in our subgroups.

Performance Objective 1: Increase the overall (Reading, Math, Writing, Science) achievement of the Economically Disadvantaged, Hispanic, African American, Special Education and ELL students subgroups by 10%.

Goal 3: Parker will ensure a safe and inviting environment for ALL learners.

Performance Objective 1: Parker will meet 100% of required building/maintenance/safety audits.

Performance Objective 2: All students will participate in learning environments that are 100% safe, drug free, and conducive to learning while promoting a healthy lifestyle.

Pease Communication & Technology Academy Performance Objectives 2016-2017

Goal 1: Pease will increase performance of all students.

Performance Objective 1: Pease's percentage of students reaching Level II and Level III performance (Reading, Math, Science, Writing) will increase by a minimum of 10%.

Performance Objective 2: Pease staff will promote regular attendance to reach 98% of daily average for the 2016-2017 school year.

Performance Objective 3: 100% of our ELL students will increase at least one level of growth in TELPAS and 80% of the ELLs will exhibit ELL progress measure.

Performance Objective 4: 90% of k-2 students will make a minimum of 1 year growth in reading as evidenced in F & P assessments and iStation reports.

Performance Objective 5: 83% of K-2 students will meet or exceed Early Reading Indicator as measured in F&P assessments and istation reports.

Performance Objective 6: Increase the STAAR met or exceed progress measure by 10% for reading and math.

Goal 2: Pease will close the achievement gap between all student groups.

Performance Objective 1: Increase overall reading, math, science and writing STAAR Level II performance by 10% for the Economically Disabled student group .

Performance Objective 2: Increase overall reading, math, science and writing STAAR Level II performance by 10% for the African American student group .

Performance Objective 3: Increase overall reading, math, science and writing STAAR Level II performance by 10% for the Hispanic student group .

Goal 3: Pease will ensure a safe and welcoming environment.

Performance Objective 1: 100% of classroom teachers and special area teachers will implement the CHAMPS classroom management system in order to develop a positive school climate that promotes high expectations and a positive attitude towards education.

Performance Objective 2: Pease will promote and encourage active parental involvement.

Rusk Elementary Performance Objectives 2016-2017

Goal 1: Rusk will increase performance of all students.

Performance Objective 1: Students in all grade levels will show a 10 % increase in all core subject areas assessments by the end of the year.

Performance Objective 2: Instructional Strategies will be incorporated into 100% of Rusk classrooms weekly in order to increase active student engagement and student success.

Performance Objective 3: Average campus attendance for students will be 96% or higher by the end of the year.

Performance Objective 4: 100% of all Rusk Staff will meet Highly Qualified criteria by the beginning of the school-year. August 22,2016.

Performance Objective 5: Technology software and equipment will support students and teachers in an effort to increase access to more content specific knowledge every semester.

Goal 2: Rusk will close the achievement gap between all student groups.

Performance Objective 1: Staff will meet weekly to collaborate as a (PLC) team to impact student performance in all content areas.

Performance Objective 2: Sub-populations of Eco-disadvantaged, Asian, and Hispanics will increase their end of the year STAAR scores by 10% in all content areas for 3rd-6th grade.

Performance Objective 3: ESL and Parent Denial students will show one level of growth on TELPAS during the school year.

Goal 3: Rusk will ensure a safe and welcoming environment.

Performance Objective 1: Staff will encourage parental involvement throughout the year in order to create an atmosphere of teamwork in order to have successful patriots.

Performance Objective 2: Staff will create activities that encourage good choices, healthy living and high expectations for safe campus environment throughout the school year.

Performance Objective 3: Safety Measures will be followed daily in order for our campus to be a safe, drug free environment.

San Jacinto Jr. High Performance Objectives 2016-2017

Goal 1: San Jacinto will increase performance of all students.

Performance Objective 1: Increase STAAR-EOC level 2 performance, progress measure and level 3 performance by 10%

Goal 2: San Jacinto will close the achievement gap between all student groups.

Performance Objective 1: Raise the attendance rate by 2% over prior year or maintain 96%

Performance Objective 2: Meet each Index in the state accountability system.

Goal 3: San Jacinto will ensure a safe and welcoming environment.

Performance Objective 1: Plan and schedule meeting/events that will provide opportunities for parent involvement and provide information about the school and school programs

Performance Objective 2: Create a safe, healthy and orderly environment in which 100% of the students achieve.

Goal 4: San Jacinto will develop and support highly motivated staff members who maximize student success.

Performance Objective 1: 100% of students served in Enhanced Academic Services, ELL and Special Education will receive differentiated instruction.

Performance Objective 2: Provide support for 100% of staff and new staff members.

Santa Rita Elementary Performance Objectives 2016-2017

Goal 1: Santa Rita will increase performance of all students.

Performance Objective 1: We will increase STAAR Level 2 Satisfactory Performance, Progress Measure and Level 3 Advance Performance by 10% according to 2016-17 STAAR results.

Performance Objective 2: 100% of Santa Rita classroom teachers and students will utilize campus technology on a weekly basis to increase student technology proficiency and enhance student learning.

Performance Objective 3: 100% of Santa Rita students will be involved in moderate to vigorous physical activity on a weekly basis to support high academic achievement and physical well-being.

Performance Objective 4: 100% of Santa Rita teachers will meet state requirements for State Certification as outlined by the Texas Education Agency by the beginning of the 2016-17 school year.

Performance Objective 5: 83% of K-2 Students will meet or exceed Early Reading Indicator according to 2016-17 EOY iStation results.

Performance Objective 6: Santa Rita will meet each Index Requirement according to the state accountability system for 2016-17.

Goal 2: Santa Rita will close the achievement gap between all student groups.

Performance Objective 1: All students in special population groups (Parent Denials, ELLs, Economically Disadvantaged, Hispanic) will demonstrate a minimum increase of one year's worth of growth academically according to 2016-17 TELPAS/STAAR Progress Measures.

Performance Objective 2: Santa Rita Elementary administrators, teachers, and counselors will meet annually to collaborate with instructional teams at least once in order to provide a smooth transition for all students from grade level to grade level.

Performance Objective 3: Santa Rita will work to improve daily attendance to an overall 96% or above for the 2016-17 school year.

Goal 3: Santa Rita will ensure a safe and welcoming environment.

Performance Objective 1: During the 2016-17 school year Santa Rita staff will provide a classroom environment that is student centered and promotes student success in order to decrease discipline referrals by 15%.

Performance Objective 2: Santa Rita will promote at least one college and/or career ready activity on a weekly basis in order to promote post-secondary learning throughout the 2016-17 school year.

Performance Objective 3: Santa Rita will offer multiple and varied opportunities for parental/community involvement on a monthly basis to promote student success during the 2016-17 school year.

Scharbauer Elementary Performance Objectives 2016-2017

Goal 1: Scharbauer will increase performance of all students.

Performance Objective 1: Scharbauer Elementary will raise level 2 Satisfactory Performance, Progress Measure, and Level 3 Advanced Performance by 10% during the 2016-2017 school year.

Performance Objective 2: Scharbauer will raise the attendance rate to 96% or above during 2016-2017 school year.

Performance Objective 3: During the 2016-2017 school year, 100% of Scharbauer staff members will utilize cooperative learning strategies to increase authentic student engagement in order to increase student success.

Performance Objective 4: Scharbauer Elementary administrators, teachers, and counselors will meet annually to collaborate with instructional teams at least once in order to provide a smooth transition for all Scharbauer students from grade level to grade level.

Performance Objective 5: 100% of Scharbauer student will use technology as a way to enhance teaching and learning on a weekly basis.

Performance Objective 6: 100% of Scharbauer Elementary staff will meet the criteria of Highly Qualified annually.

Performance Objective 7: 85% of K-2nd grade students will meet or exceed Early Reading Indicator according to 2016-2017 Istation results.

Goal 2: Scharbauer will close the achievement gap between all student groups.

Performance Objective 1: Scharbauer Elementary staff members will work as a collaboratively in grade level and/or vertical teams at least one time per week in order to impact classroom practice that will lead to student growth.

Performance Objective 2: 100% of Bilingual Parent Denial or ELL students will demonstrate at least one level of growth in all areas of the TELPAS annually.

Performance Objective 3: Scharbauer will provide the staff with opportunities to participate in professional growth to address instructional goals and improve student performance with an emphasis on strategies to increase the Hispanic and economically disadvantaged students' reading, writing, math, and science scores as measured by a 10% increase in 2017 STAAR scores.

Performance Objective 4: 100% of Scharbauer's students working below grade level will receive interventions using scientific, research based programs and materials on a weekly basis.

Goal 3: Scharbauer will ensure a safe and welcoming environment.

Performance Objective 1: 100% of Scharbauer Elementary students will participate in activities that include high expectations for safe, drug free, and healthy environments for learning during the 2016-2017 school year.

Performance Objective 2: During the 2016-2017 school year, Scharbauer Elementary will provide continuous opportunities to communicate with staff, parents, and community by having a minimum of six activities and by increasing methods of communication.

Performance Objective 3: Scharbauer administration will recognize staff members every other week for their hard work, leadership and success in order to retain highly qualified teachers from year to year.

South Elementary Performance Objectives 2016-2017

Goal 1: South will increase performance of all students throughout the year and end the year with every student showing academic growth.

Performance Objective 1: All student groups in grades 3-6 will increase their performance by 10% on 2017 STAAR in both Level II STAAR performance and Level III Advanced Performance.

Performance Objective 2: At least 65% of students in each subgroup will meet standard on Common Formative Assessments throughout the year.

Performance Objective 3: Students in all subgroups will show 10% academic growth in all core subjects including Reading, Math, and Science throughout the year as measured through District Checkpoints in all subjects and teacher created CFA's.

Performance Objective 4: South will increase student attendance to 96% or above for all student subgroups by the end of each six weeks.

Performance Objective 5: South will increase the number of students in K-2 meeting at least 80% or higher using the EOY Early Reading Indicator (ERI).

Performance Objective 6: South will assist preschool students in a successful transition from early childhood programs to elementary school wide programs by collaborating in vertical teams during the Spring of 2017.

Goal 2: South will close the achievement gap between all student groups by the end of the year.

Performance Objective 1: Students in all subgroups will show 10% academic growth in all core subjects including Reading, Math, and Science by the end of the year.

Performance Objective 2: All students will increase Fitnessgram scores by 10% in Physical Education and increase wellness knowledge using Coordinated School Health Program (CSHP) by the end of the year.

Goal 3: South will ensure a safe and welcoming environment through the school and in all classrooms on a daily basis.

Performance Objective 1: 100% of all campus based South personnel will implement the CHAMPS classroom management system throughout the year.

Performance Objective 2: South will reduce discipline referral rates by 10% by the end of the year.

Performance Objective 3: We will educate parents of all language backgrounds using a variety of parental involvement strategies throughout the year.

Travis Elementary Performance Objectives 2016-2017

Goal 1: Travis Elementary will increase performance of all students.

Performance Objective 1: Increase the ALL student group STAAR level II Satisfactory performance from 46% to a 60% .

Performance Objective 2: Increase the ALL student group Reading STAAR level II Satisfactory performance from 46% to 60%.

Performance Objective 3: Increase the ALL student group Math STAAR level II Satisfactory performance from 45% to 60%.

Performance Objective 4: Increase the ALL student group Science STAAR level II Satisfactory performance from 51% to 60%.

Performance Objective 5: Increase the ALL student group Writing STAAR level II Satisfactory performance from 39% to 60%.

Performance Objective 6: Increase this year's F & P levels in grades Kinder-5th grade from a 53% to a 70%.

Performance Objective 7: 100% teacher participation in the PLC process, lead4ward, professional development for LLI and guided reading.

Goal 2: Travis Elementary will close the achievement gap between all student groups.

Performance Objective 1: 100% of all Travis students working below grade level in any core subject areas will receive interventions.

Performance Objective 2: Increase the overall (reading, math, writing, science) Economically Disadvantaged student group STAAR level II Satisfactory performance from 42% to 60%.

Performance Objective 3: Increase the overall (reading, math, writing, & science) ELL students STAAR level II Satisfactory performance from 42% to 60%.

Performance Objective 4: Increase the STAAR "met or exceed" progress measure by 10% for reading and math.

Performance Objective 5: Increase the special education student achievement from a 31% to a 51% in all subjects.

Performance Objective 6: Increase at least one proficiency level on TELPAS for all ELL students.

Goal 3: Travis will ensure a safe and welcoming environment.

Performance Objective 1: 100% of all Travis teachers will meet the NCLB criteria of highly qualified and participate in all required staff development that increases their knowledge base through curriculum, research, and study.

Performance Objective 2: In 2016-2017, Travis's students and staff's learning and teaching environment will be safe and drug free and promote high expectations by demonstrating a decrease in discipline referrals by 10%.

Performance Objective 3: 100% Travis classroom and special areas teachers and all other personnel will implement the CHAMPS classroom management system.

Performance Objective 4: Increase attendance rate from 95.13% to 96.5% in 2016-2017 school year.

Performance Objective 5: In 2016-2017, Travis Elementary will provide opportunities for parents and community members to become active partisans in daily and planned school activities thus increasing attendance at events by 10%.

Performance Objective 6: We will educate parents of all language backgrounds using a variety of parental involvement strategies.

Washington Math & Science Institute Performance Objectives 2016-2017

Goal 1: Washington Math/Science Institute will increase the performance of all students.

Performance Objective 1: WMSI will increase the number of students achieving Level II on STAAR for all grades, tests, and student groups by 10%.

Performance Objective 2: WMSI will increase the number of students achieving Level III Advanced Performance by 10% for all grades, tests, and student groups.

Performance Objective 3: WMSI will provide instruction at a rigorous level so that all student groups meet or exceed the growth measure as compared to the 2016 STAAR assessments by 10% in all areas.

Performance Objective 4: 100% of ELL students will demonstrate a minimum increase of one level of growth in all areas of the TELPAS assessment.

Performance Objective 5: WMSI will increase student attendance rate to 97% for all student groups.

Performance Objective 6: WMSI will increase performance on each index in the state accountability system by a minimum of 10%.

Performance Objective 7: 100% of K-2 students at WMSI will meet the Early Reading Indicator for the grade level.

Performance Objective 8: WMSI teachers will utilize effective Lead4ward and other research-based teaching strategies, the district curriculum scope and sequence, and other available resources to increase student engagement and academic performance.

Performance Objective 9: WMSI staff members will use the PLC framework to promote a collaborative work that positively impacts student performance within a variety of teams and task forces. Professional learning throughout the year will focus on individual teacher's needs assessed through each team's collaborative work.

Performance Objective 10: WMSI staff members will use a progress monitoring process with 100% of our students to gauge student academic achievement and growth, build a learning culture, and foster a growth mindset throughout our learning community.

Goal 2: Washington Math/Science Institute will close the achievement gap between all student groups.

Performance Objective 1: WMSI will decrease the achievement gap between student groups by increasing Level II performance for identified student groups by 20% as compared to the 2016 STAAR performance.

Performance Objective 2: WMSI will increase the performance of identified student groups meeting Level III Advanced Performance by 10% based on 2016 STAAR data.

Performance Objective 3: WMSI will ensure that 100% of students working below grade level receive targeted interventions in core subjects as needed. Teachers will identify students and the appropriate tier placement based on RTI criteria.

Performance Objective 4: WMSI staff members will design effective behavioral intervention plans for all students exhibiting need in the area of social skill development and engagement with learning.

Goal 3: Washington Math/Science Institute will ensure a safe and welcoming environment.

Performance Objective 1: 100% of the students at WMSI will be educated in learning environments that promote high expectations, positive attitudes, and healthy lifestyles. All settings will be safe, orderly, and drug free.

Performance Objective 2: WMSI will ensure a structured, productive learning environment for all students by building a positive school culture through the use of CHAMPS and reducing discipline referral rates by a minimum of 20%

Performance Objective 3: WMSI will provide monthly opportunities for parents to engage in their child's education and participate in the overall success of the school through parent involvement. By June 2017, WMSI will increase parent involvement opportunities by 25% over the previous year.

Performance Objective 4: WMSI will develop at least two new partnerships with Midland's community and business organizations.

Yarbrough Elementary Performance Objectives 2016-2017

Goal 1: Yarbrough will increase performance of all students.

Performance Objective 1: Yarbrough's 2017 STAAR performance of all student groups in the areas of Level II Satisfactory Performance, meeting or exceeding growth, and meeting Level II Advanced Performance will increase by 10%.

Performance Objective 2: Increase the 2016-2017 daily attendance average to at least 96% for all student subgroups.

Performance Objective 3: In 2017, Yarbrough Elementary will improve student fitness in Pre-K-6 Physical Education resulting in a 20% increase of students' Fitnessgram scores and improve wellness in health by 20% by using Coordinating School Health Program.

Performance Objective 4: Yarbrough will recruit, develop, and support highly motivated staff members who maximize student success and meet the criteria of 100% of the staff being Highly Qualified, annually.

Goal 2: Yarbrough will close the achievement gap between all student groups.

Performance Objective 1: All student groups including Economically Disadvantaged, African American, Hispanic and white students will close performance gaps in all core subjects. Each subgroup will make at least a 10% increase 2017 STAAR scores in the areas of reading, math and science. Writing will have at least a 20% increase on STAAR.

Performance Objective 2: In 2016-2017, Yarbrough Staff will be provided professional growth opportunities with emphasis on four targeted areas of improvement needed.

Performance Objective 3: Yarbrough students performing below grade level including identified special education students, or students at-risk of performing below grade level, will receive additional research-based intervention daily.

Performance Objective 4: 100% of Yarbrough teachers and students will use technology as a way to enhance teaching and learning on a weekly basis.

Goal 3: Yarbrough will ensure a safe and welcoming environment.

Performance Objective 1: In 2016-2017, Yarbrough's students' and staff's learning and teaching environment will be safe and drug free and promote high expectations by demonstrating a decrease in discipline referrals by 10%.

Performance Objective 2: In 2016-2017, Yarbrough Elementary will provide opportunities for parents and community members to become active partisans in daily and planned school activities and increasing attendance at events by 10%.

2016 State System Safeguards Summary

System safeguards have been established to meet state accountability-related intervention requirements. Performance results are disaggregated to show the performance of each student group on each of the indicators. The purpose of the system safeguard report is to ensure that— in an aggregated district or campus report—substandard performance in one or more areas or by one or more student groups is not disguised by higher performance in other areas or by other student groups. Each target missed requires activities documented in the Campus Improvement Plan to improve results and/or participation in order to meet state and federal standards and remain on a path of improvement. The three areas measured are participation (in each eligible subpopulation for each eligible state assessment), participation rates, and graduation rates. More detailed information can be found on the campus or district system safeguard data tables.

State Performance Target = 60%	Performance Rate				Participation Rate				Federal Graduation Rate				TOTALS			
	# Met	# Eligible	% Met	# in CIP/DIP	# Met	# Eligible	% Met	# in CIP/DIP	# Met	# Eligible	% Met	# in CIP/DIP	Total Met	Total Eligible	% Met	# in CIP/DIP
DISTRICT	24	47	51%	23	20	20	100%	0	7	8	88%	1	51	75	68%	24
Bonham	8	18	44%	10	12	12	100%	0					20	30	67%	10
Burnet	0	15	0%	15	8	8	100%	0					8	23	35%	15
Bush	4	10	40%	6	8	8	100%	0					12	18	67%	6
Carver Center	12	12	100%	0	8	8	100%	0					20	20	100%	0
Crockett	0	14	0%	14	10	10	100%	0					10	24	42%	14
DeZavala	3	14	21%	11	8	8	100%	0					11	22	50%	11
Emerson	7	11	64%	4	10	10	100%	0					17	21	81%	4
Fannin	11	13	85%	2	10	10	100%	0					21	23	91%	2
Greathouse	12	14	86%	2	8	8	100%	0					20	22	91%	2
Henderson	12	14	86%	2	8	8	100%	0					20	22	91%	2
Houston	3	13	23%	10	10	10	100%	0					13	23	57%	10
Bowie	14	14	100%	0	8	8	100%	0					22	22	100%	0
Jones	10	13	77%	3	8	8	100%	0					18	21	86%	3
Lamar	0	14	0%	14	10	10	100%	0					10	24	42%	14
Long	2	16	13%	14	10	10	100%	0					12	26	46%	14
Milam	0	16	0%	16	10	10	100%	0					10	26	38%	16
Parker	10	10	100%	0	8	8	100%	0					18	18	100%	0
Pease	17	18	94%	1	12	12	100%	0					29	30	97%	1
Rusk	13	14	93%	1	12	12	100%	0					25	26	96%	1
Santa Rita	13	13	100%	0	8	8	100%	0					21	21	100%	0
Scharbauer	8	12	67%	4	8	8	100%	0					16	20	80%	4
South	0	18	0%	18	10	10	100%	0					10	28	36%	18
Travis	0	15	0%	15	10	10	100%	0					10	25	40%	15
Washington	8	14	57%	6	10	10	100%	0					18	24	75%	6
Bunche	2	19	11%	17	12	12	100%	0					14	31	45%	17
Fasken	12	12	100%	0	8	8	100%	0					20	20	100%	0
Yarbrough	9	16	56%	7	8	8	100%	0					17	24	71%	7
Alamo	14	33	42%	19	14	14	100%	0					28	47	60%	19
Goddard	14	34	41%	20	14	14	100%	0					28	48	58%	20
San Jacinto	8	33	24%	25	14	14	100%	0					22	47	47%	25
Abell	16	36	44%	20	16	16	100%	0					32	52	62%	20
ECHS @ MC	13	13	100%	0	7	7	100%	0	2	2	100%	0	22	22	100%	0
LFHS	14	21	67%	7	14	14	100%	0					28	35	80%	7
Lee HS	13	28	46%	15	15	15	100%	0	5	7	71%	2	33	50	66%	17
MFHS	14	21	67%	7	14	14	100%	0					28	35	80%	7
Midland HS	7	25	28%	18	12	14	86%	2	6	6	100%	2	25	45	56%	20
Coleman	1	9	11%	8	4	6	67%	2	1	3	33%	2	6	18	33%	12
MAP	0	0	0%	0	3	3	100%	0					3	3	100%	0