

Fort Bend Independent School District
Elkins High School
2025-2026 Formative Reviews with Notes



Mission Statement

EHS Mission: Elkins High School, a supportive learning environment, provides students with the knowledge and skills necessary to become productive, responsible and successful members of society.

FBISD Mission: FBISD exists to inspire and equip all students to pursue futures beyond what they can imagine.

Vision

EHS Vision: Elkins High School will be a community of actively involved, motivated learners. It will be a school in which every student feels pride, respect, and a sense of belonging. All students will be successful, and all individuals will work together toward a standard of academic excellence.

FBISD Vision: Fort Bend ISD will graduate students who exhibit the attributes of the District's [Profile of a Graduate](#).

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Goals

Goal 1: Priority 1: Increase successful student outcomes through enhanced learning opportunities

Performance Objective 1: By June 2026, Elkins HS English I EOC scores will improve from 38% to 45% of students who meet standards, and English II EOC scores will improve from 20% to 27% of students who meet standards.

Evaluation Data Sources: District Learning Assessments
STAAR Interim Scores
MAP Assessments
STAAR EOC Scores

Strategy 1 Details	Reviews	
Strategy 1: In August PD and during all PD sessions throughout the school year teacher learning will be centered on accountable talk protocols and academic discourse. We will focus on less teacher talk and more student talk during instructional time. Teachers will be required to plan to implement accountable talk protocols into lesson plans and will collaborate on those during PLC time. Strategy's Expected Result/Impact: Student ownership of learning will increase. Staff Responsible for Monitoring: Administrators, team leaders, department heads, CAC TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Oct	October Evidence of Progress
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Strategy 2 Details	Reviews	
Strategy 2: Administrators will conduct informal classroom observations and provide teachers with feedback specific to accountable talk/academic discourse with special emphasis on the EB students' participation observed during instruction. Strategy's Expected Result/Impact: Teachers will receive immediate feedback and will be able to make adjustments to increase the academic discourse in the classroom. Staff Responsible for Monitoring: Administrators TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Oct Dec Feb June	October Evidence of Progress December Evidence of Progress February Evidence of Progress June Evidence of Progress
Strategy 3 Details	Reviews	
Strategy 3: A PLC Agenda protocol will be introduced to teachers during August PD. Teachers will be expected to utilize the agenda to help them focus on data and planning for interventions and enrichment during PLC time. Three PLC agendas will be submitted per nine weeks. Strategy's Expected Result/Impact: Teachers will be using data to drive instruction and will be more collaborative in their planning for instruction, intervention, and enrichment. Staff Responsible for Monitoring: Administrators, Department Heads, CAC TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Oct Dec Feb June	October Evidence of Progress December Evidence of Progress February Evidence of Progress June Evidence of Progress
Strategy 4 Details	Reviews	
Strategy 4: Administrators will provide immediate feedback to teachers through weekly lesson plan checks, participating in PLCs, and completing the EHS Classroom Visit form. Strategy's Expected Result/Impact: Increase in teacher efficacy and collaboration Staff Responsible for Monitoring: Administrators TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Oct Dec Feb June	October Evidence of Progress December Evidence of Progress February Evidence of Progress June Evidence of Progress

Strategy 5 Details	Reviews	
Strategy 5: Teachers of Gifted and Talented (GT) students will receive specialized professional development centered around how to make accountable talk and academic discourse protocols and activities more rigorous and higher level for GT students. Strategy's Expected Result/Impact: GT students will apply higher level thinking to their academic conversations and will be able to apply their learning from their conversations on assessments, projects, etc. Staff Responsible for Monitoring: Administrators, COGS, CAC, Department Heads TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Oct	October Evidence of Progress
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 No Progress  Accomplished  Continue/Modify  Discontinue		

Goal 1: Priority 1: Increase successful student outcomes through enhanced learning opportunities

Performance Objective 2: By June 2026, Elkins High School will increase the percentage of students meeting College, Career, and Military Readiness (CCMR) standards by at least 10% compared to the 2024 baseline.

HB3 Goal
Evaluation Data Sources: CCMR readiness data

Strategy 1 Details	Reviews	
Strategy 1: Counselors, Administrators and the College and Career Readiness Advisor will frequently review CCMR completion data and collaborate to develop plans to increase the percentage of students who are CCMR ready through targeted academic support, expanded career and technical education pathways, and strengthened partnerships with higher education and industry. Strategy's Expected Result/Impact: Increased percentage of students who are CCMR ready. Staff Responsible for Monitoring: Administrators, Counselors, CCRA, Teachers TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Oct	October Evidence of Progress
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Goal 2: Priority 2: Create and sustain a culture and climate of professionalism, accountability, and communication (PAC) where stakeholders (student, parents, and staff) are valued, inspired, and engaged.

Performance Objective 1: By June 2026, EHS teacher leaders and administrators will support all students and staff members in the areas of professionalism, accountability, and communication (PAC) so that the Noble Knight community feel valued, inspired, and engaged.

Evaluation Data Sources: Agendas for new staff support meetings, attendance in new staff support meetings, feedback from participants after meetings and open labs.

Strategy 1 Details	Reviews	
Strategy 1: The Admin team will organize quarterly new staff support meetings. Each meeting will focus on a layer of the PAC. Participants will learn from Administrators and teacher leaders how to operate within the PAC in Fort Bend ISD. Strategy's Expected Result/Impact: A deepened understanding of the PAC Staff Responsible for Monitoring: Administrators TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Oct	October Evidence of Progress
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Strategy 2 Details	Reviews	
Strategy 2: Students will participate in targeted Social-Emotional Learning lessons and activities centered around topics such as violence prevention, character development, and conflict resolution during their weekly Noble Knight Wednesday Advisory time. Strategy's Expected Result/Impact: The campus and culture at EHS will improve. Staff Responsible for Monitoring: Assistant Principals, Teachers, Counselors ESF Levers: Lever 3: Positive School Culture	Oct	October Evidence of Progress
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Strategy 3 Details	Reviews	
Strategy 3: The principal will host four sessions throughout the year where parents can come to the campus for coffee with the principal. This will be an open forum where parents can ask questions and voice concerns to the principal. Strategy's Expected Result/Impact: Parents will feel heard and valued. The feedback given will be taken to the CPAC committee for consideration. This will increase parent participation in the campus decision making processes. Staff Responsible for Monitoring: Principal ESF Levers: Lever 3: Positive School Culture	Oct	October Evidence of Progress
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Strategy 4 Details	Reviews	
Strategy 4: The Student Health Advisory Committee, led by an Assistant Principal, will meet regularly to brainstorm and plan health and wellness activities for the campus. Activities will be designed as opportunities for all stakeholders (students, staff, and community) to build awareness around health and wellness. Strategy's Expected Result/Impact: Increased knowledge and participation in health and wellness topics. Staff Responsible for Monitoring: Assistant Principal ESF Levers: Lever 3: Positive School Culture	Oct	October Evidence of Progress
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Strategy 5 Details	Reviews	
Strategy 5: The campus attendance committee will meet regularly with district truancy officers, PEIMS, attendance clerks, counselors and administrators to discuss students who are struggling with attendance at school. They will develop intervention strategies to help these students increase their attendance. Strategy's Expected Result/Impact: A decrease in truancy and dropout rates Staff Responsible for Monitoring: Attendance Committee Members ESF Levers: Lever 3: Positive School Culture	Oct	October Evidence of Progress
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 No Progress  Accomplished  Continue/Modify  Discontinue		

Goal 3: Priority 3: Exhibit financial responsibility through transparent budgeting processes and effective management of resources aligned to the district strategic plan.

Performance Objective 1: By June 2026, Elkins High School will have no more than 10% of certified teachers resign during the school year or at the end of the school year.

Evaluation Data Sources: Number of Exit Forms completed in Spring of 2025.

Strategy 1 Details	Reviews	
Strategy 1: EHS Administrators and Campus Leaders will Intentionally plan PD sessions for August and throughout the entire school year that are differentiated for teachers based on years of experience as a teacher and years of experience in Fort Bend ISD. Strategy's Expected Result/Impact: The teachers will get specific and relevant professional development that they will be able to implement in their classroom to improve the learning experiences for our students. Staff Responsible for Monitoring: Administrators, CAC, Department Heads TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Oct	October Evidence of Progress
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Strategy 2 Details	Reviews	
Strategy 2: Administrators and Campus Leaders will host monthly meetings for new to Fort Bend ISD staff members in which various teacher leaders present tips and tricks that work for them in their classroom related to deadlines and classroom routines and structures. Strategy's Expected Result/Impact: Our new staff members will walk out of these sessions feeling more prepared and supported. They will learn from exemplary teachers and will have a chance to get questions answered in real time. Staff Responsible for Monitoring: Administrators, Department Heads, Teacher Leaders TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Oct	October Evidence of Progress
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Strategy 3 Details	Reviews	
Strategy 3: The principal and Associate Principal will conduct Stay Interviews with new EHS staff to determine what level of support they may need in their first year at Elkins High School. We will report the results of the interviews to the Administrative team and create an action plan to provide needed support. Strategy's Expected Result/Impact: New staff members will feel supported. The feedback they provide during the Stay Interview will allow to create an individualized action plan to support them the remainder of the year. The outcome will be that we retain our new to EHS staff for the 2026-27 school year. Staff Responsible for Monitoring: Administrators TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Oct Dec Feb June	October Evidence of Progress December Evidence of Progress February Evidence of Progress June Evidence of Progress
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