

Fort Bend Independent School District

Travis High School

2025-2026 Goals/Performance Objectives/Strategies



Mission Statement

To inspire and equip all students to pursue futures beyond what they can imagine.

Vision

To be a nurturing, safe and professional environment that supports academic success along with the social, emotional, and physical development of each student and staff member while consistently holding all to high expectations.

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

Value Statement

Our core values make us **RICH** in all we do:

Resilience ♦ Integrity ♦ Compassion ♦ Humility

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Goals

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

Performance Objective 1: By June 2026, we will increase the percentage of teachers implementing the aligned rigor of the TEKS from 88% to 95%, as measured by campus-based CWT data, in order to strengthen student outcomes on Algebra I, English I, and English II End-of-Course (EOC) assessments, as well as key College, Career, and Military Readiness (CCMR) indicators. Collectively, these gains will position the campus to raise its overall accountability rating to above 90.

Evaluation Data Sources: Through the consistent implementation of Campus-Based WalkThroughs (CWTs), we expect to see an increase in the effective creation of student ownership of learning tools within the PLC process, as well as evidence of the implementation of these tools during classroom observations.

Strategy 1 Details	Reviews			
Strategy 1: By June 2026, the percentage of teachers modeling student ownership tools during instruction will increase from 57% to 67%, as measured by monthly CWT data, to strengthen student accountability and engagement in learning. Strategy's Expected Result/Impact: We should see an increase of teachers modeling student ownership tools consistently from 57% based on monthly CWT data to 67%. This will help students apply the student ownership tool themselves and encourage teachers to branch out to different tools other than exemplars. Staff Responsible for Monitoring: Admin team TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Students use of student ownership tools. Strategy's Expected Result/Impact: Increase from 57% based on monthly CWT data to 70%. This will help students apply the student ownership tool themselves and encourage teachers to branch out to different tools other than using exemplars. Staff Responsible for Monitoring: Admin team ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Students can articulate what they are learning and what success looks like. Strategy's Expected Result/Impact: We expect to see an increase from 85% based on monthly CWT data to 95%, which will help students apply the student ownership tool themselves away from class and make connections in the learning. They will also be able to recognize and articulate what success looks like in the TEKS in hopes of meet it. Staff Responsible for Monitoring: Admin team TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 4 Details	Reviews			
Strategy 4: Instruction aligned to instructional model. Strategy's Expected Result/Impact: We expect to see an increase from 87% based on monthly CWT data to 92%. Students will be able to access grade level curriculum and scaffold up to the expected level of rigor and beyond. Staff Responsible for Monitoring: Admin team TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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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: The percentage of staff and students obtaining Tiger Pride Points will increase to 65% for students and 70% for staff by May 29, 2026.

Evaluation Data Sources: Percentage of students and staff receiving Tiger Pride Points increasing each quarter based on our campus spreadsheets of entries.

Strategy 1 Details	Reviews			
Strategy 1: Delivery of advisory lessons based on climate survey feedback. Strategy's Expected Result/Impact: More student involvement in organizations and events, along with less repeat offenders of the Code of Conduct as evidenced by the yearly comparison of PBIS discipline reports. Staff Responsible for Monitoring: Admin team and Tiger Champion Committee members 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	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Use of Tiger Pride Points as part of our PBIS plan to reward students and staff for a variety of positive behaviors such as: no tardies, no referrals, perfect attendance each month, participation in spirit days, attendance and/or participation at extracurricular events, grade improvements, A/B honor roll, etc. Strategy's Expected Result/Impact: Increase student and staff participation in school organizations and activities. Connections matter! Staff Responsible for Monitoring: Admin Team and Tiger Champion Committee ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Create new method of documentation of Tiger Pride Points at games and events via Notes app. Admin will be stationed at front entrance to collect ID numbers from students. Strategy's Expected Result/Impact: There will be a more accurate method of tracking TPPs at games and events, so the CIP and goals can be accurately documented. Staff Responsible for Monitoring: Admin ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
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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 2: By June 12, 2026, Travis High School will retain 3% more staff members following the 2025-2026 school year, reflecting a strengthened commitment to staff satisfaction and school culture.

Evaluation Data Sources: Staff member exits

Strategy 1 Details	Reviews			
Strategy 1: Staff Climate Committee, aka Tiger Champion Committee, will arrange monthly activities to engage staff in improving connectedness and culture. Strategy's Expected Result/Impact: Improve the climate for all students and staff Staff Responsible for Monitoring: Tiger Champion Committee and AP Chairperson 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	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Obtain needs assessment data from staff prior to each campus professional learning day and ask various teacher and staff leaders to develop and deliver professional learning components. Strategy's Expected Result/Impact: We expect more teacher participation in professional learning and increased ownership over campus PD as compared to the April 2025 feedback session and the June 2025 staff climate survey question about using staff feedback results Staff Responsible for Monitoring: Admin team 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	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Implementation of Staffulty recognition through Teacher of the Month, Paraprofessional of the Month, Custodian and Cafeteria worker pictures posted in the hallway, and teacher shoutouts (No Zero Mondays, Belles' Teacher of the Month, Teacher Appreciation Nights via sports programs). Strategy's Expected Result/Impact: We expect teachers to feel recognized and seen for their hard work and efforts Staff Responsible for Monitoring: Tiger Champion Committee, Admin, Coaches 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	Formative			Summative
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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 3: By June 2026, we will improve the % of "strongly agree" and "agree" responses on the end of year campus climate survey in the Family Engagement section.

Evaluation Data Sources: We expect parent climate survey to change from June 2025 to June 2026 in the satisfaction of information, communication when students are struggling, and communication and participation opportunities available to parents and families.





Strategy 1 Details	Reviews			
Strategy 1: Use the parent climate survey data to adjust strategies for communicating with families. Strategy's Expected Result/Impact: We will increase the number of parent engagement opportunities at school and the amount of school communication supports as compared to those two parent engagement types from the 2024-2025 school year Staff Responsible for Monitoring: Admin Team and CPAC ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Increased number of parent engagement activities available on campus and school communication with academic and social/emotional support for parents/guardians to help their children at home. Strategy's Expected Result/Impact: We expect parent climate survey to change from June 2025 to June 2026 in the awareness of activities on campus and supports available to parents. Staff Responsible for Monitoring: Admin team and CPAC TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Use of mid-year survey analysis and adjustment to strategies by way of the family engagement team in January. We will remove the neutral option for the mid-year survey to get a clearer picture of where we stand. Strategy's Expected Result/Impact: We expect parent climate survey to change from June 2025 to June 2026 in the satisfaction of parent engagement opportunities, communication, and opportunities for involvement. Staff Responsible for Monitoring: Admin team and CPAC TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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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 30, 2026, the campus will ensure spending and allocation of funds provides for student support by aligning with the district priorities for student growth, wellness, academic success, and staff retention.

Evaluation Data Sources: budget review and allocation of resources based on areas of need

Strategy 1 Details	Reviews			
Strategy 1: Ensures that funds are allocated based on current needs, not historical patterns. Strategy's Expected Result/Impact: Utilize student achievement and enrollment in courses to allocate amounts to departments. Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Discontinue or scale back low-impact expenditures to redirect funds to resources needed based on STAAR, AP, OnRamps, and Climate Survey results. Strategy's Expected Result/Impact: Improve opportunities for innovative classroom instruction, increase our percentage of students meeting CCMR, and retain more staff. Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
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