

# **Fort Bend Independent School District**

## **Colony Meadows Elementary**

### **2025-2026 Goals/Performance Objectives/Strategies**



Table of Contents

Goals ..... 3

Goal 1: Priority 1: Increase successful student outcomes through enhanced learning opportunities ..... 3

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. .... 8

Goal 3: Priority 3: Exhibit financial responsibility through transparent budgeting processes and effective management of resources aligned to the district strategic plan. .... 11

# Goals

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

**Performance Objective 1:** By May 2026, Colony Meadows will improve instructional effectiveness in literacy, as demonstrated by at least a 3% increase in K-5 end-of-year NWEA MAP Growth Reading scores

**Evaluation Data Sources:** NWEA Student Growth Summary Report  
NWEA Student Progress Report  
NWEA School Profile Report  
STAAR Interim 2026

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Reviews                                         |     |     |           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-----|-----|-----------|
| <p><b>Strategy 1:</b> PLC meetings to review 3rd-5th grade student performance and identify priorities for targeted literacy instruction will occur at least once every nine weeks, ensuring all students receive the necessary accelerated instruction, including both interventions and enrichment, to address their individual needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will enhance literacy instruction by focusing on priority TEKS, integrating activities aligned with the appropriate Depth of Knowledge (DOK) levels, and ensuring all students make progress in their targeted areas for intervention or enrichment.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators<br/>Lit Specialist<br/>EB Specialist<br/>Resource Teachers</p> <p><b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p><b>- ESF Levers:</b><br/>Lever 5: Effective Instruction</p> | Formative                                       |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Oct                                             | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <div><div></div></div> <div>Some Progress</div> |     |     |           |

| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews                                                                                              |     |     |           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|-----|-----|-----------|
| <b>Strategy 2:</b> Professional Learning on Student Ownership of Learning practices and tools, including practices and tools for progress monitoring of individualized student goal setting, will be conducted three times per year.<br><b>Strategy's Expected Result/Impact:</b> Through ongoing progress monitoring of individual student goals, teachers will gain a clear and comprehensive understanding of each student's growth and development.<br><b>Staff Responsible for Monitoring:</b> Administrators<br>Lit Specialist<br>EB Specialist<br>Resource Teachers<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction | Formative                                                                                            |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Oct                                                                                                  | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <br>Some Progress |     |     |           |
| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews                                                                                              |     |     |           |
| <b>Strategy 3:</b> Professional learning on incorporating sheltered instruction strategies will be held for all PreK - 5th teachers a minimum of once per semester.<br><b>Strategy's Expected Result/Impact:</b> Teachers will strengthen their knowledge and skills in effective sheltered instruction for Emergent Bilingual students, enabling them to deliver more targeted, language rich lessons.<br><b>Staff Responsible for Monitoring:</b> Administration<br>Literacy Intervention Teacher<br>EB Specialist<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction                                                       | Formative                                                                                            |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Oct                                                                                                  | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <br>Some Progress |     |     |           |
| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>                                                                                                                                                                                                                                                  |                                                                                                      |     |     |           |

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

**Performance Objective 2:** By May 2026, the percentage of 3rd - 5th grade students that score Meets grade level or above on the STAAR Math Assessments will increase from 76% to 80% by May 2026.

**Evaluation Data Sources:** STAAR 2025

STAAR Interim Spring 2026

STAAR 2026

3rd - 5th NWEA MAP Growth Math Student and School Reports

3rd - 5th Math Unit Summative Assessments

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  | Reviews                                                                                                |     |     |           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------------------|-----|-----|-----------|
| <p><b>Strategy 1:</b> PLC meetings to review 3rd-5th grade student performance and identify priorities for targeted math instruction will occur at least once every nine weeks, ensuring all students receive the necessary accelerated instruction, including both interventions and enrichment, to address their individual needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will enhance math instruction by focusing on priority TEKS, integrating activities aligned with the appropriate Depth of Knowledge (DOK) levels, and ensuring all students make progress in their targeted areas for intervention or enrichment.</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>Math Specialist</p> <p><b>TEA Priorities:</b><br/>Build a foundation of reading and math<br/>- <b>ESF Levers:</b><br/>Lever 5: Effective Instruction</p> |  | Formative                                                                                              |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | Oct                                                                                                    | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | <br>Some Progress   |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  | Reviews                                                                                                |     |     |           |
| <p><b>Strategy 2:</b> Professional learning on Student Ownership of Learning practices and tools, including practices and tools for feedback and progress monitoring of individualized student goal setting, will be conducted at least once a semester.</p> <p><b>Strategy's Expected Result/Impact:</b> Through ongoing progress monitoring of feedback protocols and individual student goals, teachers will gain a clear and comprehensive understanding of each student's growth and development.</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>Math Specialist</p> <p><b>TEA Priorities:</b><br/>Build a foundation of reading and math<br/>- <b>ESF Levers:</b><br/>Lever 5: Effective Instruction</p>                                                                                                                                          |  | Formative                                                                                              |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | Oct                                                                                                    | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | <br>Some Progress |     |     |           |

| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  | Reviews                                                                                              |     |     |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------|-----|-----|-----------|
| <b>Strategy 3:</b> K-5th GT teachers will participate in professional learning on GT Learning Plans, individualized goal setting, and progress monitoring towards goal attainment.<br><b>Strategy's Expected Result/Impact:</b> Gifted and talented students will have ongoing opportunities to deepen their understanding and enhance their knowledge of applicable TEKS through project based learning opportunities throughout the year.<br><b>Staff Responsible for Monitoring:</b> Administration<br>Champion of Gifted Services (COG)<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math<br>- <b>ESF Levers:</b><br>Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction<br><b>Funding Sources:</b> - 199 General Fund - \$400 |  | Formative                                                                                            |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  | Oct                                                                                                  | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  | <br>Some Progress |     |     |           |
| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>                                                                                                                                                                                                                                                                                                                                                                                      |  |                                                                                                      |     |     |           |

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

**Performance Objective 3:** By May 2026, the percentage of 5th grade students passing the Science STAAR test will increase from 90% to 92%, as measured by the STAAR Science Assessment administered in Spring 2026.

**Evaluation Data Sources:** STAAR 2025

STAAR Interim Spring 2026

STAAR 2026

3rd - 5th NWEA MAP Growth Science Student and School Reports

5th Grade Unit Summative Assessments

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reviews                                                                                                |     |     |           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|-----|-----|-----------|
| <b>Strategy 1:</b> Professional learning on K-5th science curriculum and tools will be conducted throughout the year.<br><b>Strategy's Expected Result/Impact:</b> Teacher will enhance their science instruction by emphasizing priority TEKS and incorporating activities aligned to the appropriate Depth of Knowledge (DOK) level aligned to the TEKS.<br><b>Staff Responsible for Monitoring:</b> Administration<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction                                                 | Formative                                                                                              |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Oct                                                                                                    | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <br>Some Progress   |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reviews                                                                                                |     |     |           |
| <b>Strategy 2:</b> PLC meetings to review 3rd-5th student performance data and identified areas of targeted science instruction will be held at least once per nine weeks.<br><b>Strategy's Expected Result/Impact:</b> Students in grades 3-5 will demonstrate growth in science through ongoing monitoring and targeted support, with appropriate assessments used to measure both mastery and progress.<br><b>Staff Responsible for Monitoring:</b> Administration<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction | Formative                                                                                              |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Oct                                                                                                    | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <br>Some Progress |     |     |           |
| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>                                                                                                                                             |                                                                                                        |     |     |           |

**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 May 2026, CME will improve culture and climate by increasing the overall staff and parent satisfaction by 2% through principles of professionalism, accountability, and communication as measured by the district's Culture Climate and Student Engagement survey.

**Evaluation Data Sources:** FBISD's Culture-Climate and Student Engagement Survey Results

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  | Reviews                                                                                               |     |     |           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-------------------------------------------------------------------------------------------------------|-----|-----|-----------|
| <b>Strategy 1:</b> CME will maintain a professional culture that includes clear expectations for professionalism, fosters consistent two-way communication, and strengthens accountability through regular feedback and recognition to enhance overall staff satisfaction.<br><br><b>Strategy's Expected Result/Impact:</b> CME will foster a positive and collaborative work environment, leading to higher staff morale, stronger professional relationships, and an increase in overall staff satisfaction.<br><br><b>Staff Responsible for Monitoring:</b> Administration<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br>- <b>ESF Levers:</b><br>Lever 3: Positive School Culture |  | Formative                                                                                             |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | Oct                                                                                                   | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | <br>Some Progress  |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  | Reviews                                                                                               |     |     |           |
| <b>Strategy 2:</b> CME will hold family engagement events twice each semester to strengthen school-home partnerships and expand opportunities for parent involvement.<br><br><b>Strategy's Expected Result/Impact:</b> Stronger relationships between families and the school will be established, parent participation in campus activities will increase, and greater collaboration in supporting student learning and success will occur.<br><br><b>Staff Responsible for Monitoring:</b> Administration<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br>- <b>ESF Levers:</b><br>Lever 3: Positive School Culture                                                                   |  | Formative                                                                                             |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | Oct                                                                                                   | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | <br>Some Progress |     |     |           |
|  No Progress  Accomplished  Continue/Modify  Discontinue                                                                                                                                                                                                                                                                                                                    |  |                                                                                                       |     |     |           |

**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 May 2026, CME will increase student engagement by 2% through a campus focus on the principles of professionalism, accountability, and communication as measured by FBISD's Culture-Climate and Student Engagement Survey.

**Evaluation Data Sources:** FBISD's Culture-Climate and Student Engagement Survey Results

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews                                                                                               |     |     |           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-----|-----|-----------|
| <b>Strategy 1:</b> CME will implement systems that promote professionalism, accountability, and clear communication, including consistent classroom expectations, opportunities for student voice, and recognition programs to strengthen student engagement.<br><b>Strategy's Expected Result/Impact:</b> CME students will feel more connected, valued, and motivated in their learning environment, leading to increased participation, stronger relationships with staff, and improved overall engagement<br><b>Staff Responsible for Monitoring:</b> Administration<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br>- <b>ESF Levers:</b><br>Lever 3: Positive School Culture                                              | Formative                                                                                             |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Oct                                                                                                   | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <br>Some Progress  |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews                                                                                               |     |     |           |
| <b>Strategy 2:</b> CME staff will engage in professional learning focused on implementing consistent positive behavior interventions and supports, along with effective social-emotional learning and wellness practices.<br><b>Strategy's Expected Result/Impact:</b> Teachers will be equipped with consistent tools and strategies to manage behavior effectively, reduce classroom disruptions, and support students' social-emotional needs, allowing more time for high-quality instruction and positive teacher-student relationships.<br><b>Staff Responsible for Monitoring:</b> Administration<br>Counselor<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br>- <b>ESF Levers:</b><br>Lever 3: Positive School Culture | Formative                                                                                             |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Oct                                                                                                   | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <br>Some Progress |     |     |           |

| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Reviews                                                                                                  |     |     |           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-----|-----|-----------|
| <p><b>Strategy 3:</b> CME staff will engage in professional learning focused on implementing consistent positive behavior interventions and supports, along with effective social-emotional learning and wellness practices.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be equipped with consistent tools and strategies to manage behavior effectively, reduce classroom disruptions, and support students' social-emotional needs, allowing more time for high-quality instruction and positive teacher-student relationships.</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>Counselor</p> <p><b>TEA Priorities:</b><br/>Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b><br/>Lever 3: Positive School Culture</p> | Formative                                                                                                |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Oct                                                                                                      | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  <p>Some Progress</p> |     |     |           |
| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>                                                                                                                                                                                                                                                                                                                                       |                                                                                                          |     |     |           |

**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 May 2026, Colony Meadows will demonstrate fiscal responsibility by implementing transparent budgeting practices and ensuring all campus expenditures align with the district's strategic plan and campus priorities.

**Evaluation Data Sources:** Weekly budget reports

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews                                                                                               |     |     |           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-----|-----|-----------|
| <b>Strategy 1:</b> The principal will meet weekly with the EA to review budget allocations and spending. These meetings will ensure that all expenditures align with the district's strategic plan and campus goals, with adjustments made as needed to address evolving priorities.<br><b>Strategy's Expected Result/Impact:</b> Funds used appropriately for operating purposes<br><b>Staff Responsible for Monitoring:</b> Principal<br>Executive Assistant<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 4: High-Quality Instructional Materials and Assessments | Formative                                                                                             |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Oct                                                                                                   | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <br>Some Progress  |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews                                                                                               |     |     |           |
| <b>Strategy 2:</b> Budget reviews and collaborative planning to optimize resource allocation in support of campus needs.<br><b>Strategy's Expected Result/Impact:</b> This will be accomplished through regular budget reviews and collaborative planning to optimize resource allocation in support of campus needs.<br><b>Staff Responsible for Monitoring:</b> Admin, EA<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br><b>- ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning                                                                                         | Formative                                                                                             |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Oct                                                                                                   | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <br>Some Progress |     |     |           |
| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>                                                                                                                                                                     |                                                                                                       |     |     |           |

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

**Performance Objective 2:** By May 2026, the administrative team will ensure 100% efficient staffing in all teacher and instructional paraprofessional positions.

**Evaluation Data Sources:** FBISD Staffing Guidelines  
FBISD Campus Projections  
Monthly morale activities

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews                                         |     |     |           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-----|-----|-----------|
| <b>Strategy 1:</b> The administrative team will implement proactive strategies for recruitment and retention, incorporating ongoing staff support and morale-building activities, to promptly fill all teacher and instructional paraprofessional positions and maintain stable staffing year-round.<br><br><b>Strategy's Expected Result/Impact:</b> This will lead to consistent, high-quality instruction and support for students, reduced staff turnover, and a positive, stable learning environment throughout the year.<br><b>Staff Responsible for Monitoring:</b> Administration<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br><b>- ESF Levers:</b><br>Lever 2: Strategic Staffing | Formative                                       |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Oct                                             | Dec | Feb | June      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <div><div></div></div> <div>Some Progress</div> |     |     |           |
| <div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                 |     |     |           |