

# **Fort Bend Independent School District**

## **Malala Yousafzai Elementary**

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



# Mission Statement

## Mission

The school community of Malala Yousafzai Elementary will educate and inspire students to...

Develop a passion for learning, achievement & growth

Build effective relationships with others

Seek opportunities for servant leadership

Change the world

## **Vision**

**“Leading and Empowering students to Achieve their Purpose.”**

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# Goals

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

**Performance Objective 1:** By May 2026 ALL grade level math NWEA MAP median percentiles will increase to 65th median percentiles.

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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
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| <p><b>Strategy 1:</b> Conduct a deep analysis of NWEA MAP data to inform targeted teaching and goal setting. By examining RIT band strengths and weaknesses for each grade level, class, and individual student, we will group students based on similar academic needs with teacher instructional strengths to meet the needs of the students. Through individualized and class-wide goal setting, coupled with regular progress monitoring, we aim to deliver personalized learning experiences that drive measurable academic growth for every student.</p> <p><b>Strategy's Expected Result/Impact:</b> The expected result of this data-driven instructional strategy is enhanced student academic growth and achievement across all grade levels. This approach will lead to measurable improvements in student performance, as evidenced by increased RIT scores and progress toward individualized and class-wide goals.</p> <p><b>Staff Responsible for Monitoring:</b> All Grade Level Team Members<br/>Principal and Assistant Principal</p> <p><b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p><b>- ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p> | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | Reviews   |     |     |           |
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| <p><b>Strategy 2:</b> Ensure math curriculum is aligned to cover all assessed skills, with gaps identified and supplemented using additional resources. A strong focus on foundational math skills is essential, using diagnostic tools to pinpoint weaknesses and provide targeted remediation. Teachers should implement differentiated instruction through flexible grouping, offering small-group support for struggling students and enrichment activities for those exceeding expectations to deepen their understanding.</p> <p><b>Strategy's Expected Result/Impact:</b> By aligning the math curriculum to the NWEA MAP test, emphasizing foundational skills, and implementing differentiated instruction, the school anticipates improved student performance across all RIT bands. Struggling students will gain mastery of critical concepts through targeted remediation, while advanced students will deepen their understanding through enrichment activities.</p> <p><b>Staff Responsible for Monitoring:</b> All Grade Level Team Members<br/>Principal and Assistant Principal<br/>Math Specialist</p> <p><b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p><b>- ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>                                                                                                                                                                                                                                                                                                                                               |  | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | Reviews   |     |     |           |
| <p><b>Strategy 3:</b> Campus leadership team will implement a strategic multi-tiered system of support (RTI/MTSS) that integrates high-quality, evidence-based Tier 1 core instruction for all students, targeted Tier 2 small-group interventions addressing specific skill deficits identified through MAP data, and intensive, individualized Tier 3 support for students with significant academic challenges with the campus math specialist, while leveraging adaptive learning software like IXL and Read 180 to deliver personalized learning pathways that address individual student needs and skill gaps, ensuring a cohesive and data-driven approach to academic intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> By providing high-quality, evidence-based Tier 1 instruction to all students, focused Tier 2 small-group interventions based on MAP data, and intensive Tier 3 support for those with significant needs, alongside personalized learning paths through tools like Amira Learning, IXL, Waggle and Read 180, the strategy will enhance skill acquisition, close learning gaps, and increase overall academic proficiency.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal<br/>Grade Level Team Memembers<br/>Math and ELAR Specialist</p> <p><b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p><b>- ESF Levers:</b><br/>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</p> <p><b>- Targeted Support Strategy - Additional Targeted Support Strategy</b></p> |  | Formative |     |     | Summative |
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| <p><b>Strategy 4:</b> Focuses on enhancing teacher effectiveness and student outcomes through targeted professional development and collaboration. We will provide comprehensive training for educators on leveraging NWEA MAP data to inform instruction, emphasizing differentiated instruction, small-group strategies, and key math concepts.</p> <p><b>Strategy's Expected Result/Impact:</b> The implementation of targeted professional development and collaborative professional learning communities (PLCs) is expected to significantly enhance teacher capacity to use NWEA MAP data effectively, leading to more personalized and impactful instruction. By equipping educators with skills in differentiated instruction and small-group strategies, and fostering regular collaboration to analyze data and refine instructional practices, we anticipate improved student engagement, accelerated academic growth, and measurable gains in math proficiency across grade levels, as evidenced by NWEA MAP assessment results and common formative assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Grade Level Team Members<br/>Math Specialist<br/>Principal and Assistant Principal</p> <p><b>TEA Priorities:</b><br/>Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p><b>- ESF Levers:</b><br/>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</p> |  | Formative |     |     | Summative |
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| Strategy 5 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  | Reviews   |     |     |           |
| <p><b>Strategy 5:</b> Providing families with MAP score reports, actionable resources, and workshops to educate parents about the NWEA MAP test and align them with our educational goals. Simultaneously, we will motivate students by celebrating individual and class-wide growth and clearly communicating the purpose of the MAP test as a tool for personal development.</p> <p><b>Strategy's Expected Result/Impact:</b> The implementation of this family and student engagement strategy is expected to foster a stronger partnership between the school, families, and students, resulting in increased parental involvement and student motivation. By providing clear MAP score reports, resources, and workshops, families will gain a better understanding of their child's academic progress and how to support math learning at home, leading to improved student outcomes</p> <p><b>Staff Responsible for Monitoring:</b> Grade Level Teachers<br/>Math Specialist<br/>Counselors<br/>Assistant Principal<br/>Principal</p> <p><b>TEA Priorities:</b><br/>Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p><b>- ESF Levers:</b><br/>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</p>                                                                                                                                                                          |  | Formative |     |     | Summative |
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| Strategy 6 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews   |     |     |           |
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| <b>Strategy 6:</b> Enhance enrichment opportunities for Gifted and Talented (GT) students by providing differentiated instruction, advanced learning experiences, and social-emotional support that align with Fort Bend ISD's commitment to personalized learning and academic excellence.<br><br><b>Strategy's Expected Result/Impact:</b> Academic Growth<br>Equity in Identification<br>Instructional Quality<br>Social Emotional Support<br>Program Sustainability<br><br><b>Staff Responsible for Monitoring:</b> Campus GT representative<br>Assistant Principal<br>Principal<br><br><b>ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction                                                                                                                                                                                                                                                                                                 | Formative |     |     | Summative |
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| Strategy 7 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews   |     |     |           |
| <b>Strategy 7:</b> To strengthen instruction for Emergent Bilingual students, our campus will implement scaffolded supports--such as sentence stems, visuals, graphic organizers, and bilingual dictionaries--across all classrooms. Teachers will receive ongoing professional development in SIOP, culturally responsive teaching, and TELPAS best practices, supported by EB instructional coaching cycles. To expand ESL-certified staff, the PTO will reimburse teachers who successfully pass the ESL certification exam.<br><br><b>Strategy's Expected Result/Impact:</b> Improve EB students' language proficiency<br>Teacher better equipped to meet EB needs<br>Higher TELPAS growth<br>Stronger reclassification outcomes<br><br><b>Staff Responsible for Monitoring:</b> EB specialist<br>Assistant Principals<br>Principal<br>All teachers<br><br><b>ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction | Formative |     |     | Summative |
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| <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 ALL grade level reading NWEA MAP median percentiles will increase to 70th median percentile.

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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  | Reviews   |     |     |           |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Reviews   |     |     |           |
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| <p><b>Strategy 2:</b> Strengthen foundational reading skills through an early literacy focus in Kindergarten and Grade 1, emphasizing phonological awareness, phonics, and fluency. Implement targeted decoding interventions across all grades to support students struggling with multisyllabic words and irregular spellings, thereby enhancing overall reading fluency and comprehension. This will be achieved by utilizing Amira Learning three times per week during class station time or independent reading time to improve overall phonics, reading fluency and comprehension.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will demonstrate improved reading fluency and comprehension through strengthened early literacy instruction and targeted decoding interventions, resulting in increased proficiency rates and reduced reading gaps across grade levels.</p> <p><b>Staff Responsible for Monitoring:</b> All grade level teachers<br/>Assistant Principals<br/>Principal</p> <p><b>TEA Priorities:</b><br/>Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p><b>- ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Reviews   |     |     |           |
| <p><b>Strategy 3:</b> Foster reading engagement, fluency and writing by implementing a school-wide daily independent reading and writing time. Promote wide reading across diverse genres at students' independent levels to build stamina and interest.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will demonstrate increased reading engagement, improved fluency (rate, accuracy, and expression), and enhanced comprehension skills. Daily independent reading and writing time will foster a love for reading, expand vocabulary, and strengthen writing stamina, contributing to overall literacy growth across grade levels.</p> <p><b>Staff Responsible for Monitoring:</b> Literacy Interventionist<br/>All grade level teachers<br/>Assistant Principal<br/>Principal<br/>Librarian</p> <p><b>TEA Priorities:</b><br/>Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p><b>- ESF Levers:</b><br/>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</p>                                                                                                                                 | Formative |     |     | Summative |
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| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  | Reviews   |     |     |           |
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| <p><b>Strategy 4:</b> Campus leadership team will implement a strategic multi-tiered system of support (RTI/MTSS) that integrates high-quality, evidence-based Tier 1 core instruction for all students, targeted Tier 2 small-group interventions addressing specific skill deficits identified through MAP data, and intensive, individualized Tier 3 support for students with significant academic challenges with the campus math specialist, while leveraging adaptive learning software like Amira Learning, IXL, and Waggle, and Read 180 to deliver personalized learning pathways that address individual student needs and skill gaps, ensuring a cohesive and data-driven approach to academic intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> By providing high-quality, evidence-based Tier 1 instruction to all students, focused Tier 2 small-group interventions based on MAP data, and intensive Tier 3 support for those with significant needs, alongside personalized learning paths through tools like Amira Learning, IXL, Waggle and Read 180, the strategy will enhance skill acquisition, close learning gaps, and increase overall academic proficiency.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal<br/>Grade Level Team Memebers<br/>Reading Interventionist</p> <p><b>TEA Priorities:</b><br/>Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p><b>- ESF Levers:</b><br/>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</p> <p><b>- Targeted Support Strategy - Additional Targeted Support Strategy</b></p> |  | Formative |     |     | Summative |
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| Strategy 5 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  | Reviews   |     |     |           |
| <p><b>Strategy 5:</b> Focuses on enhancing teacher effectiveness and student outcomes through targeted professional development and collaboration. We will provide comprehensive training for educators on leveraging NWEA MAP data to inform instruction, emphasizing differentiated instruction, small-group strategies, and key math concepts.</p> <p><b>Strategy's Expected Result/Impact:</b> The implementation of targeted professional development and collaborative professional learning communities (PLCs) is expected to significantly enhance teacher capacity to use NWEA MAP data effectively, leading to more personalized and impactful instruction. By equipping educators with skills in differentiated instruction and small-group strategies, and fostering regular collaboration to analyze data and refine instructional practices, we anticipate improved student engagement, accelerated academic growth, and measurable gains in math proficiency across grade levels, as evidenced by NWEA MAP assessment results and common formative assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Grade level teachers<br/>Reading Interventionist<br/>Assistant Principal<br/>Principal</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |  | Formative |     |     | Summative |
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| Strategy 6 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Reviews   |     |     |           |
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| <p><b>Strategy 6:</b> Providing families with MAP score reports, actionable resources, and workshops to educate parents about the NWEA MAP test and align them with our educational goals. Simultaneously, we will motivate students by celebrating individual and class-wide growth and clearly communicating the purpose of the MAP test as a tool for personal development.</p> <p><b>Strategy's Expected Result/Impact:</b> The implementation of this family and student engagement strategy is expected to foster a stronger partnership between the school, families, and students, resulting in increased parental involvement and student motivation. By providing clear MAP score reports, resources, and workshops, families will gain a better understanding of their child's academic progress and how to support math learning at home, leading to improved student outcomes</p> <p><b>Staff Responsible for Monitoring:</b> All Grade Level Teachers<br/>Reading interventionist<br/>Counselors<br/>Assistant Principal<br/>Principal</p> <p><b>TEA Priorities:</b><br/>Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p><b>- ESF Levers:</b><br/>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</p> | Formative |     |     | Summative |
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| <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 3rd - 5th grade students that score Meets grade level or above on the STAAR Math Assessments will increase from 72% 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  
5th Grade Unit Summative Assessments

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Reviews   |     |     |           |
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| <b>Strategy 1:</b> All grade levels will regularly administer district and campus-based Reading Common Formative Assessments (CFAs) aligned with priority TEKS. These assessments are designed to track student progress, uncover misconceptions, and guide instructional adjustments to meet the diverse learning needs of every student<br><br><b>Strategy's Expected Result/Impact:</b> Every student at Malala Elementary receives high-quality reading instruction tailored to their unique learning needs. This includes focused interventions and enrichment opportunities that support mastery of grade-level TEKS and lead to improved outcomes on the STAAR Reading assessment.<br><br><b>Staff Responsible for Monitoring:</b> All grade level teachers<br>Assistant Principl<br>Principal<br>Math Specialist<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math<br>- <b>ESF Levers:</b><br>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   |     |     |           |
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| <p><b>Strategy 2:</b> Teachers will participate in ongoing professional development to deepen their understanding of the PLC/PLT process, enhance Tier 1 instructional practices, and effectively implement proven math strategies and differentiated instruction to support SPED and Emergent Bilingual students. This learning will also strengthen their use of the teaching-assessment cycle and data-driven decision-making to improve student outcomes in math STAAR</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will enhance their expertise in effective instructional strategies and practices, enabling them to deliver more focused and responsive lessons that address the diverse needs of their students.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Assistant Principal<br/>Math Specialist<br/>Content math teachers</p> <p><b>TEA Priorities:</b><br/>Build a foundation of reading and math<br/>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments<br/>- <b>Targeted Support Strategy - Additional Targeted Support Strategy</b></p> | Formative |     |     | Summative |
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| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |           |     |     |           |

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

**Performance Objective 4:** By May 2026, the percentage of 5th-grade students passing the STAAR Science Assessment will increase by 4%, from 81% to 85%.

**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   |     |     |           |
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| <b>Strategy 1:</b> All grade levels will regularly administer district and campus-based Science Common Formative Assessments (CFAs) aligned with priority TEKS. These assessments are designed to track student progress, uncover misconceptions, and guide instructional adjustments to meet the diverse learning needs of every student.<br><br><b>Strategy's Expected Result/Impact:</b> Every student at Malala Elementary receives high-quality reading instruction tailored to their unique learning needs. This includes focused interventions and enrichment opportunities that support mastery of grade-level TEKS and lead to improved outcomes on the STAAR Science assessment.<br><br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Content science teachers<br><br><b>ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reviews   |     |     |           |
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| <p><b>Strategy 2:</b> Teachers will participate in ongoing professional development to deepen their understanding of the PLC/PLT process, enhance Tier 1 instructional practices, and effectively implement proven math strategies and differentiated instruction to support SPED and Emergent Bilingual students. This learning will also strengthen their use of the teaching-assessment cycle and data-driven decision-making to improve student outcomes in Science STAAR</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will enhance their expertise in effective instructional strategies and practices, enabling them to deliver more focused and responsive lessons that address the diverse needs of their students.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Assistant Principal<br/>Content science teachers</p> <p><b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> | Formative |     |     | Summative |
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| <div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           |     |     |           |

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

**Performance Objective 5:** By the end of the 2025-2026 school year, Malala Elementary will increase the average Extended Constructed Response (ECR) scaled score on the STAAR test to 7.0 for all students in grades 3-5.

**Evaluation Data Sources:** STAAR

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Teams in each grade level and outclass will create a plan for integrating writing across all subjects using the Extended Constructed Response (ECR) format.<br><br><b>Strategy's Expected Result/Impact:</b> By consistently practicing Extended Constructed Response (ECR) writing across different classes, students should improve their critical thinking, analysis, and communication skills, which will be reflected in stronger writing and better performance in all content areas.<br><br><b>Staff Responsible for Monitoring:</b> Literacy specialist<br>Assistant Principal<br>Principal<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
| <b>Strategy 2:</b> Through a multi-tiered professional development plan, teachers will be empowered to effectively teach Extended Constructed Response (ECR) writing by dissecting rubrics, analyzing exemplars, and collaborating to develop a consistent, school-wide instructional approach.<br><br><b>Strategy's Expected Result/Impact:</b> Teachers will gain a deeper understanding of Extended Constructed Response (ECR) and develop the skills to guide students in crafting an effective response.<br><br><b>Staff Responsible for Monitoring:</b> Literacy specialist<br>Assistant Principal<br>Principal<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction  | Formative |     |     | Summative |
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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 1:** By May 2026, the campus will increase stakeholder engagement and satisfaction by implementing a structured PAC (Professionalism, Accountability, Communication) framework, resulting in a 15% improvement in stakeholder climate survey scores related to communication, professionalism, and accountability compared to the previous year

**Evaluation Data Sources:** Campus 9 Weeks Survey Results  
FBISD's Culture-Climate and Student Engagement Survey Results

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |  | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Establish a Communication Charter: develop a school-wide document that outlines the expectations for all forms of communication. This includes how and when to use email, instant messaging, and in-person conversations. This prevents misunderstandings and ensures everyone is on the same page<br><br><b>Strategy's Expected Result/Impact:</b> the expected result of implementing a communication charter is a more efficient, transparent, and respectful professional culture. By setting clear guidelines, the charter will reduce misunderstandings and improve the flow of information, leading to increased productivity and a stronger sense of shared purpose among staff.<br><br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<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, Lever 3: Positive School Culture |  | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |  | Reviews   |     |     |           |
| <b>Strategy 2:</b> Implement "Stay Interviews": Conduct regular check-ins with staff to discuss their satisfaction, professional goals, and any concerns they may have. Unlike exit interviews, which happen after an employee has decided to leave, stay interviews are proactive and help to identify and solve problems early on.<br><br><b>Strategy's Expected Result/Impact:</b> "Stay Interviews" will result in a more proactive, engaged, and stable staff. High staff retention.<br><br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principals<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, Lever 3: Positive School Culture                                                                                                                                                                                                                  |  | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
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| <b>Strategy 3:</b> Implement a "LevelUp" System where staff members can publicly recognize their colleagues for their hard work, helpfulness, or positive attitude.<br><b>Strategy's Expected Result/Impact:</b> More positive and collaborative culture by boosting staff morale, strengthening peer relationships, and publicly reinforcing the school's LEAP values.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Memebers of the Celebration Committee<br>PTO<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, Lever 3: Positive School Culture                                    | Formative |     |     | Summative |
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| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
| <b>Strategy 4:</b> Organize Social Events, create opportunities for staff to connect outside of a work context. This could include a monthly potluck/social, a staff family picnic, or a volunteer event in the local community. These informal gatherings help build rapport and friendships, which in turn strengthens teamwork.<br><b>Strategy's Expected Result/Impact:</b> Build relationships and rapport. Increase staff connectiveness<br><b>Staff Responsible for Monitoring:</b> Celebration Committee<br>Executive Assistant<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, Lever 3: Positive School Culture | Formative |     |     | Summative |
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| Strategy 5 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
| <b>Strategy 5:</b> Establish a campus wellness committee that convenes at least six times annually. The committee should include representative from each grade level and department , and be responsible for guiding and overseeing the school's wellness initiatives.<br><b>Strategy's Expected Result/Impact:</b> Better staff health<br>Increase staff job satisfaction<br><b>Staff Responsible for Monitoring:</b> Wellness committee memebers<br>Assistant principal<br><br><b>ESF Levers:</b><br>Lever 3: Positive School Culture                                                                                                                                                                                              | Formative |     |     | Summative |
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| Strategy 6 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Reviews   |     |     |           |
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| <b>Strategy 6:</b> Malala Yousafzai Elementary will host 9 monthly virtual parent workshops designed to engage families and provide valuable guidance on school-related topics. These sessions aim to empower parents with the knowledge and tools needed to support their child's academic success. Involve teachers, school counselors, specialists in developing and presenting workshop content. Their expertise can provide valuable, practical advice that is directly relevant to the school's curriculum and environment.<br><br><b>Strategy's Expected Result/Impact:</b> Stronger family-school partnership<br>Increase parental involvement<br>Enhance parents' understanding of academic expectations and support strategies<br>Equipping parents with the knowledge to help to their child to be success<br><br><b>Staff Responsible for Monitoring:</b> Asssistant principal<br>Principal<br>Counselors<br>Specialists<br>Teachers<br><br><b>ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture | Formative |     |     | Summative |
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| Strategy 7 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Reviews   |     |     |           |
| <b>Strategy 7:</b> Malala Yousafzai Elementary will collaborate with the PTO to launch an ambassador program that welcomes and supports new families as they join the Malala community<br><br><b>Strategy's Expected Result/Impact:</b> Welcoming and inclusive enviornment for new families<br>Strengthen community connections<br>Ease of transition for families and students<br><br><b>Staff Responsible for Monitoring:</b> Principal<br>Registrar<br>PTO<br><br><b>ESF Levers:</b><br>Lever 3: Positive School Culture                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Formative |     |     | Summative |
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| <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 the end of the 2025-2026 school year, the campus will implement a transparent budgeting process that aligns 100% of resource allocations with the district strategic plan priorities.

**Evaluation Data Sources:** Weekly budget report

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Establish a formal process for all expenditures, requiring clear justification and alignment with the campus improvement plan. This prevents impulsive spending and ensures every dollar is tied to a specific goal.<br><b>Strategy's Expected Result/Impact:</b> Create a strong culture of financial discipline ensure expenditure align with campus improvement plan.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Executive Assistant<br><br><b>ESF Levers:</b><br>Lever 2: Strategic Staffing                                                                                                                                                                | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Reviews   |     |     |           |
| <b>Strategy 2:</b> Malala Yousafzai Elementary will demonstrate fiscal responsibility by adopting transparent budgeting practices and ensuring all campus expenditures align with both district strategic goals and campus priorities. This will be achieved through consistent budget reviews and collaborative planning to maximize resource allocation in support of student and staff needs.<br><b>Strategy's Expected Result/Impact:</b> Great accountability<br>Improved alignment of resources<br><b>Staff Responsible for Monitoring:</b> Executive Assistant<br>Principal<br><br><b>ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture | Formative |     |     | Summative |
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| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>                                                                                                                                                                                                                                                                            |           |     |     |           |