

**Wellman-Union Independent School District
District**

2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

Student success in all we do, through relationships and high expectations.

Vision

Every graduate ready for college, career, and life.

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Goals

Goal 1: Develop and Sustain Competitive Academic and Athletic Departments

Performance Objective 1: Academics







Evaluation Data Sources: TAPR, Accountability STAAR Performance

Strategy 1 Details	Reviews			
<p>Strategy 1: Benchmarks (BOY, MOY, EOY), PreK-12 Progress Measures, Timely feedback (teachers and students), Data Reflection, Accelerated Learning Time, UIL Academics, 1 to 1 Technology Program, Increase Progress Measures across all Super Subpops (EB, GT, SPED/504, Eco-Dis, Hisp, White, Etc.)</p> <p>Strategy's Expected Result/Impact: Improve student mastery of TEKS, Accountability</p> <p>Staff Responsible for Monitoring: Principals, Director of Special Programs, Counselor</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
	 30%	 60%		
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Goal 1: Develop and Sustain Competitive Academic and Athletic Departments

Performance Objective 2: Increase Athletic Involvement and Competitiveness







Evaluation Data Sources: Fitness Gram, Number of students involvement per sport, sport stats/records

Strategy 1 Details	Reviews			
<p>Strategy 1: Intentional Scheduling, Purposeful Practice, Coach Support, Effectiveness, Evaluations, Strength and Conditioning, Summer Programs (camps), Youth Sport Involvement, Individualized Athletic Growth Plans, Long Term Planning (Jerseys/Equipment Procurement Cycles, Gym Floor Reconditioning, etc.)</p> <p>Strategy's Expected Result/Impact: Improve Athletic involvement and Success</p> <p>Staff Responsible for Monitoring: Coaches, Athletic Director Principals</p> <p>Title I: 2.4, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: Develop and Sustain Competitive Academic and Athletic Departments







Performance Objective 3: CCMR Resources, Career Paths

Evaluation Data Sources: TAPR, Accountability

Strategy 1 Details	Reviews			
<p>Strategy 1: SAT/ACT/PSAT, CTE IBC's, College Tours, Career Day, Military Recruitment ASVAB, TSI, College Prep Courses, Career Exploration, Dual Credit</p> <p>Strategy's Expected Result/Impact: Industry Certification Associate Degree Successfully Complete Math and English College Prep Course Meet TSI/ACT/SAT Compliance in Math and English</p> <p>Staff Responsible for Monitoring: Teachers, Principals, Counselor</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: Increase Leadership Effectiveness and Teacher Quality through Systematic Supports, Retention, and Hiring







Performance Objective 1: Development of Admin Team

Strategy 1 Details	Reviews			
Strategy 1: Delegation of Duties, Instructional Rounds, Walkthroughs, Oversight of Programs, Weekly Admin Meetings, Leadership Development Strategy's Expected Result/Impact: Support to improve teacher and student progress Staff Responsible for Monitoring: Superintendent	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Increase Leadership Effectiveness and Teacher Quality through Systematic Supports, Retention, and Hiring

Performance Objective 2: Development of Systematic Supports to Increase Teacher Quality

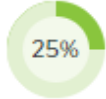





Evaluation Data Sources: HR Records

Strategy 1 Details	Reviews			
<p>Strategy 1: Professional Development, In-House Training (weekly to daily), Mentor Teacher Program, Comprehensive Professional Development Plan, Timely Individualized Feedback, TTESS</p> <p>Strategy's Expected Result/Impact: Increase Teacher Quality</p> <p>Staff Responsible for Monitoring: Principals, HR</p> <p>Title I: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 2: Increase Leadership Effectiveness and Teacher Quality through Systematic Supports, Retention, and Hiring

Performance Objective 3: Retention and Hiring







Evaluation Data Sources: HR Records

Strategy 1 Details	Reviews			
<p>Strategy 1: New Teacher Support, Off Campus Housing Upgrades, Recruitment of Highly Qualified Certified Teachers, Small School Atmosphere, Faculty Upkeep and Security, Pay Incentives/Packages</p> <p>Strategy's Expected Result/Impact: Increase number of applicants and quality of teachers</p> <p>Staff Responsible for Monitoring: Principals, HR</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Foster a Fun and Nurturing District Climate

Performance Objective 1: Praise Progress, Opportunities for Involvement, Mental Health Awareness







Evaluation Data Sources: Administrative Meetings, Behavior and Mental Health Committee Monthly meetings, increased involvement in extra curricular activities including FFA, UIL, OAP, etc.

Strategy 1 Details	Reviews			
<p>Strategy 1: Wildcat Way, Staff Shoutout, Monthly Meals (Tables and Chairs), Mental Health Passes, Weekly Team Building, Monthly Fun Activities (Fall Carnival/Trick or Treating, Turkey Run, Holiday Lunch, Snowman Village, Splash Day, December to Remember, etc.), Parent Family Engagement, Wildcat Bingo, Social-Emotional Programs (Character Strong, Speaker, Prevention Programs), Engaging/Growth Centered Athletic Programs, Staff Accountability.</p> <p>Strategy's Expected Result/Impact: Increase Parent and Student Involvement, Build positive culture, Increase Attendance</p> <p>Staff Responsible for Monitoring: Campus Principals, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Maintain Fiscal Integrity

Performance Objective 1: Long Term Planning







Evaluation Data Sources: Attendance Reports/PEIMS Data, Budgeting

Strategy 1 Details	Reviews			
Strategy 1: Prioritize, Projects, Procurement (big ticket items: off-campus housing, transportation, facilities, fencing, etc.) and Funding Sources (I&S vs M&O, Federal) Strategy's Expected Result/Impact: Budget Staff Responsible for Monitoring: Business Office, Superintendent	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: Maintain Fiscal Integrity

Performance Objective 2: Maximize Funding Sources

Evaluation Data Sources: Budget

Strategy 1 Details	Reviews			
<p>Strategy 1: Federal Grant Programs, 313 Agreement, Attendance, Student Enrollment with Quality Transfers</p> <p>Strategy's Expected Result/Impact: Increase school funding opportunities</p> <p>Staff Responsible for Monitoring: Superintendent, Business Director, Principals</p> <p>Title I: 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				