

**Austin Independent School District**  
**McCallum High School**  
**2024-2025 Performance Objectives**



# Mission Statement

McCallum High School cultivates adaptable, creative, critical thinkers through a comprehensive curriculum that includes rigorous academics, arts enrichment, and athletic opportunities.

## Vision

McCallum High School is dedicated to a tradition of excellence in an ever-changing world. Within a safe and supportive community, we provide a relevant, high quality education to help students achieve their individual potential as we celebrate diversity, individuality, and creativity.

## Core Beliefs

We created a portrait of a McCallum Graduate which speaks to each of our core beliefs.

Our graduates will possess:

- Empathy
- Integrity
- Adaptability
- Interpersonal Skills
- Critical Thinkins
- Perseverance
- Creativity

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# Goals

## Goal 1: Student Well-Being & Achievement

**Performance Objective 1:** Goal 5 - Graduates identified as economically disadvantaged who meet the criteria for the CCMR Outcomes Bonus\* will increase from 59% to 90% by August 2026.

**Performance Objective 2:** Goal 7 - Disparity in African-American student disciplinary actions (ISS, OSS, Dis. Removal) will decrease from 18.8% to =6.8%pop by August 2026.

**Performance Objective 3:** Goal 8 - Disparity in Special Education student disciplinary actions (ISS, OSS, Dis. Removal) will decrease from 29.4% to =10.2%pop by August 2026.

**Performance Objective 4:** Improve the CCMR score by increasing the percentage of students meeting career readiness standards from X% to XX% by MM/YYYY.

**Performance Objective 5:** By MM/YYYY, reduce the disparity in disciplinary actions between students from historically marginalized populations and their peers by XX%.

**Performance Objective 6:** Improve the academic performance of historically marginalized students in core subjects from X% to XX% by MM/YYYY.

**Goal 2:** Teacher & Employee Well-Being

**Performance Objective 1:** Goal 11: Percent of staffs' survey participation will increase from 83.5% to 90% by August 2026

**Next Year's Recommendation:** Continue to monitor progress toward ultimate goal.

**Performance Objective 2:** By MM/YYYY, increase staff morale as measured by staff satisfaction surveys from X% to XX%.

**Goal 3:** Culture of Respect / Customer Service

**Performance Objective 1:** Goal 12: Percent of staffs' satisfaction measured by a survey, looking specifically at Belonging, will increase from 58% to 65% by August 2026

**Performance Objective 2:** Increase parent participation in school surveys from X% to XX% by MM/YYYY.

**Goal 4: Fiscal Stewardship and Prioritization**

**Goal 5:** AISD Board Scorecard Item: [Caregiver Engagement] The number of campuses that develop and meet a goal in their Campus Improvement Plan (CIP) based on the Dual Capacity Building Framework for Family-School Partnerships will increase from BASELINE in June 2025 to Y(goal has not yet been determined) by May of 20XX.

**Performance Objective 1:** Create a new group called Knights for Knights whose sole purpose will be to look at ways to make McCallum more inclusive, especially for students who fall under the Special Education and 504 umbrellas.