

**Austin Independent School District**  
**O. Henry Middle School**  
**2024-2025 Performance Objectives**



# Mission Statement

## Campus Mission

~The O. Henry community educates the whole child: academically, socially, emotionally, physically, and artistically.

# Vision

O. Henry Middle School provides the opportunity and the resources to prepare students to be positive, successful, and constructive members of a global society.

# Value Statement

## Campus Values:

We foster positive relationships with our faculty, staff, students, parents, and community.

- ~We ignite a lifelong love of learning while facilitating discovery and development of individual passions and interests.
  - ~We provide a positive, safe, and nurturing environment.
- ~We incorporate 21st century technology in the learning process to encourage student ownership of learning.
  - ~We actively partner with parents and our community.
  - ~We value and promote cultural diversity.

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# Goals

## Goal 1: Student Well-Being & Achievement

**Performance Objective 1:** Improve Academic Performance: By the end of the academic year, increase the percentage of students achieving proficiency in core subjects (math, reading, and science) by 10% as measured by standardized assessments and classroom evaluations.

### HB3 Goal

**Performance Objective 2:** Enhance Social and Emotional Learning (SEL):

By the end of the school year, 85% of students will demonstrate improvement in SEL competencies--such as self-awareness, self-management, social awareness, relationship skills, and responsible decision-making--as measured by teacher observations and SEL assessment tools.

**Performance Objective 3:** Increase Student Engagement and Attendance:

Reduce chronic absenteeism by 15% by implementing targeted intervention strategies, such as mentorship programs and family outreach, with the goal of achieving a minimum 90% attendance rate across all grade levels.

**Performance Objective 4:** By MM/YYYY, reduce the number of discipline referrals for African American male students in Special Education by XX% through the implementation of targeted behavior interventions.

**Performance Objective 5:** By MM/YYYY, increase staff proficiency in culturally responsive behavior management strategies by XX% as measured by pre- and post-training assessments.

**Performance Objective 6:** By MM/YYYY, improve the effectiveness of behavior support strategies for African American male students in Special Education by XX% as measured by a reduction in repeat referrals.

**Performance Objective 7:** By MM/YYYY, increase the percentage of students who report feeling connected to at least one adult on campus from X% to XX%.

**Performance Objective 8:** By MM/YYYY, increase the number of opportunities for staff-student interactions outside of academic instruction from X to

XX per month.

**Performance Objective 9:** By MM/YYYY, increase the percentage of teachers effectively implementing differentiated instruction strategies from X% to XX% as measured by classroom observations and teacher self-assessments.

**Performance Objective 10:** By MM/YYYY, increase the percentage of teachers utilizing culturally responsive teaching practices from X% to XX% as measured by student feedback and teacher reflections.

**Performance Objective 11:** By MM/YYYY, improve the academic performance of special education, emerging bilinguals, and economically disadvantaged students by increasing their XX performance level on state assessments from X% to XX%.

**Goal 2:** Teacher & Employee Well-Being: O. Henry Middle School will recruit, support, and retain teachers and principals

**Performance Objective 1:** By May 2025, Increase Teacher Retention:

Reduce teacher turnover by 15% by the end of the academic year through enhanced professional development opportunities, mentorship programs, and competitive compensation packages, as measured by annual retention data and exit interviews.

**Performance Objective 2:** Enhance Professional Development:

By the end of the school year, 90% of teachers will participate in at least one targeted professional development session focusing on instructional strategies, classroom management, or social-emotional learning, with follow-up surveys indicating a 90% satisfaction rate with the training provided.

**Performance Objective 3:** Promote Employee Well-Being and Work-Life Balance:

Increase staff satisfaction with work-life balance by 20% by implementing wellness initiatives, such as flexible scheduling options, access to mental health resources, and wellness workshops, as measured by an annual staff survey on well-being and job satisfaction.

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

#### **Performance Objective 1: Promote Positive Student Behavior:**

By the end of the school year, achieve a 25% reduction in behavioral incidents related to disrespect or bullying by implementing peer mediation programs, restorative justice practices, and positive behavior interventions, as tracked by disciplinary records.

#### **Performance Objective 2: Increase Student and Parent Satisfaction:**

Conduct quarterly surveys of students and parents to gauge satisfaction with school culture, aiming for a minimum satisfaction rate of 85% by year-end. Results will be used to make adjustments to programs and policies to further enhance the school environment.

#### **Performance Objective 3: Enhance Communication and Community Engagement:**

By the end of the academic year, increase community engagement by 30% through the implementation of monthly community-building events, regular newsletters, and open communication channels that encourage feedback, as measured by event attendance records and feedback surveys.

**Performance Objective 4:** Increase the percentage of staff who respond favorably to the Panorama survey about positive student and teacher relationships from 35% to XX% by MM/YYYY.

**Performance Objective 5:** Refine campus-wide systems for safety and supervision to improve staff perceptions of a supportive environment by MM/YYYY.

**Goal 4: Fiscal Stewardship and Prioritization:**

O. Henry Middle School will ensure responsible fiscal stewardship and prioritization of resources to maximize the impact on student learning, staff support, and overall school improvement.

**Performance Objective 1:** By the end of the fiscal year, align 90% of the school's budget with strategic priorities, including academic programs, teacher support, and facility improvements, by conducting quarterly budget reviews and reallocating funds as necessary to meet identified needs, as assessed through budget reports and stakeholder feedback.



**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.