

**Austin Independent School District**  
**Paredes Middle School**  
**2024-2025 Performance Objectives**

**Accountability Rating: Not Rated**



**PAREDES**  
MIDDLE SCHOOL  
AUSTIN Independent School District

# Mission Statement

The mission of Paredes Middle School is to prepare students to be successful and productive community members, lifelong learners and creative problem solvers who value teamwork, cultural diversity and mutual respect.

## Vision

Paredes Middle School is committed to creating a collaborative and inclusive learning environment where students are empowered to lead, learn, and excel. With a focus on the whole child and high academic expectations, we will prepare students for their future success in high school, college and their career.

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# Goals

## Goal 1: Student Well-Being & Achievement

**Performance Objective 1:** Goal 4 - Students identified as economically disadvantaged demonstrating achievement on state assessments for grades 6-8, from reading and math, at the Meets Grade Level will increase from 25% to 60% by August 2026.

**Summative Evaluation:** No progress made toward meeting Objective

**Next Year's Recommendation:** Continue to give teachers feedback and create systems

**Performance Objective 2:** Goal 7 - Disparity in African-American student disciplinary actions (ISS, OSS, Dis. Removal) will decrease from 18.8% to = 5 %pop by August 2026.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** continue to build on systems that started this decline in AA action disparity

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

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Use MTSS to continue to support Special education and behavior growth targets

**Goal 2:** Culture of Respect / Customer Service

**Performance Objective 1:** Increase parental involvement, PTA membership increases and CAC participation increases.

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Involve parent support specialist in process of communication through various social media

**Goal 3:** To develop strong, and action-oriented campus instructional leaders by developing systems to increase teacher retention from 86% to 91% for the 24-25 SY.

**Performance Objective 1:** By end of SY 23-24, administration will observe and provide feedback to 100% of all teachers.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Tier teachers for more targeted support and feedback

**Goal 4:** 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:** Design and implement a family engagement plan aligned with the Dual Capacity Building Framework by January 2025  
Ensure the plan includes specific strategies for reaching emergent bilinguals and families of students with special education needs.  
Increase Communication and Outreach:

Implement a multi-channel communication strategy (e.g., newsletters, social media, phone calls) to reach all families, aiming for a 10% increase in family engagement in school activities by March 2025