

**Austin Independent School District**  
**Houston Elementary**  
**2024-2025 Performance Objectives**



# Mission Statement

Our mission is to provide high quality instructional practices and build trusting relationships for every student.

## Vision

We commit to ensuring high expectations and outcomes for every student.

## Value Statement

“Together We Lead, Love, Learn & Leave a Legacy”

The Learning Community at J. Houston Elementary will:

Lead by doing the right thing each and every day,

Love by caring and respecting one another,

Learn by working hard in school and doing our best,

Leave a legacy by sharing our knowledge and making a difference in our own lives and the lives of others.

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# Goals

## Goal 1: Student Well-Being & Achievement

**Performance Objective 1:** Students identified as economically disadvantaged demonstrating achievement on 3rd grade state assessment in reading at the Meets Grade Level will increase from 20% to 60% by August 2025.

### HB3 Goal

**Performance Objective 2:** Goal 3 - Students identified as economically disadvantaged demonstrating achievement on 3rd grade state assessment in math at the Meets Grade Level will increase from 17% to 60% by August 2025.

### HB3 Goal

**Goal 2:** ESF Lever 5.1 Professional development for effective classroom instruction

**Performance Objective 1:** Dedicate time for training and ongoing job-embedded professional development to increase our Panorama Teacher Survey under the strand "How valuable are the available professional development opportunities?" from 67% to 90% favorably answered by August 2025. We will need to see how this category is named under the new Upbeat Teacher Survey.

**HB3 Goal**

**Goal 3:** ESF Lever 5.2 Build teacher capacity through observation & feedback cycles

**Performance Objective 1:** The frequency of classroom observations is scheduled weekly based on the campus focus each week and consistently respond to teacher needs; resulting in an increase to our Panorama Teacher Survey under the strand "How supportive has the school been of your professional growth?" from 72% to 90% favorably answered by August 2025. We will need to see how this category is categorized under the new Upbeat Teacher Survey.

**Goal 4: Teacher and Employee Well-Being**

**Goal 5:** Culture of Respect/Customer Service

**Performance Objective 1:** In order to increase family engagement by 10% by the end of the 2024-2025 school year, teachers will directly contact and invite all families campus-wide special events such as Literacy Night, CATCH night, Fall Festival, and Principal Coffee's.



**Goal 6: Fiscal Stewardship and Prioritization**

**Goal 7:** 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.