

Austin Independent School District
Langford Elementary
2024-2025 Performance Objectives



Mission Statement

We are committed to using systematic, rigorous, and explicit practices where collaboration produces an inclusive learning community.

Vision

Our vision is to cultivate motivated, confident, and creative independent learners prepared to excel in their intellectual, emotional, and physical development.

Value Statement

"Hear our roar, watch us soar."

Key values and mindset:

- To connect and develop trusting and collaborative relationships (honoring everyone's culture - background, and values) because the relationship built between the teacher and student is a driving factor in that student's success.
- Foster motivated, confident learners who take pride in themselves and their community.
- Consistent, rigorous, goal-driven practices and many opportunities to think critically for the leopard community.
- A precise and systematic approach to expectations and routines that create a safe learning environment, and allow all students to thrive academically and emotionally.

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Goals

Goal 1: Student Well-Being & Achievement

Performance Objective 1: Goal 1 - The goal is to improve student performance based on MAP Growth assessments (BOY, MOY, and EOY). Specifically, the aim is for a five-point gain in both reading and math by the end of the year. The BOY results for my campus were as follows for Math: 46% in the red, 21% in the orange, 19% in the yellow, 11% in the green, 3% in the blue.

The goal for Map Growth in Math is to reduce the percentage of students in the red by 5 points and increase the percentage in the orange, yellow, and green categories by 5 points each by MOY and EOY. Additionally, the aim is for a 3-point increase in the blue category by MOY and EOY.

MAP Growth for English and Spanish Reading:

English Reading (MAP Growth BOY Results): 54% in the red, 19% in the orange, 12% in the yellow, 11% in the green, 4% in the blue.

The goal for English Reading is similar to math: decrease the percentage of students in the red by 5 points, and increase the percentages in the orange, yellow, and green categories by 5 points each by MOY and EOY. I also aim for a 3-point increase in the blue category by MOY and EOY.

Spanish Reading (MAP Growth BOY Results): 30% in the red, 25% in the orange, 20% in the yellow, 11% in the green, 14% in the blue.

The goal for Spanish Reading is to decrease the percentage in the red by 5 points, and similarly increase the percentages in the orange, yellow, and green categories by 5 points each by MOY and EOY. Also the aim for a 3-point increase in the blue category by MOY and EOY.

HB3 Goal

Performance Objective 2: Goal 2 - The school composite growth on Spring 2024 TELPAS will make a 15 percentage point increase from 29.2% to 44% by EOY.

HB3 Goal

Performance Objective 3: Create a learning environment where all students feel included, safe, and engaged in the learning at school. This will be done by our CHAMPS behavioral system, Learning circles, Structured conversation with sentence stems, and AVID WICOR strategies.

HB3 Goal

Performance Objective 4: Based on the beginning of the year MapGrowth Data for Math in the Fall the 3rd grades for the academic year of 2024-2025 performed: 15% for meets and 4% for masters. The goal is the increase by 7 percentage points for Meets and Masters when the 3rd students take their STAAR exam in the Spring of 2025. This goal will be tracked by using the MapGrwoth MOY, and EOY data as a predictor.

HB3 Goal

Performance Objective 5: By MM/YYYY, improve student engagement and seriousness towards online assessments from X% to XX% by integrating technology effectively in the classroom.

Performance Objective 6: By MM/YYYY, increase student confidence in online assessments from X% to XX% by providing targeted instruction on digital literacy and test-taking skills.

Goal 2: Teacher & Employee Well-Being

Performance Objective 1: Based on the Up-Beat Survey in the fall of 2024, from the "Belonging and Wellbeing" the results were 77% of the staff showed they were well and belonged. The goal is to increase this from 77% to 85%. This is an 8 percentage point increase when the staff takes the Up-Beat survey in the Spring of 2025.

HB3 Goal

Performance Objective 2: From the Up-Beat Survey in Fall of 2024 from the "Appreciation" the results were 69%. The goal is to Increase 15% percentage points so that the overall scholar for the Spring Up-Beat survey will be at 84%. Teachers will be shown and appreciated through monthly celebration such as Hot Chocolate treats, Winter Holidays celebrations, Weekly planned outings, and Staff recognitions throughout the academic school year.

HB3 Goal

Performance Objective 3: By MM/YYYY, reduce teacher burnout by implementing AVID WICOR strategies to enhance student engagement and support teacher workload management.

Goal 3: 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: In the 2024-2025 school, increase opportunities for families to engage at school throughout the school year.