

**Smithville Independent
School District**

Brown Primary

**2026-2027
Goals/
Performance
Objectives/
Strategies**

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Goal 1 Student Success

Performance Objective 1 High Priority

By the end of the 26-27 school year, 85% of students will score at the proficient level of their respective state-approved assessments.

Evaluation Data Source: Frogstreet AIM- CRT data, iReady assessment data

Strategy 1

Brown Primary will utilize the MTSS process to identify struggling students and provide effectively tiered intervention strategies.

Strategy's Expected Result/Impact: Students are given appropriate interventions for academic and behavior challenges reflective within data.

Staff Responsible for Monitoring: All Brown Primary staff

ESF Levers: Lever 5: Effective Instruction

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Strategy 2

Brown Primary will implement the iReady suite of formative and diagnostic assessments and lesson materials.

Strategy's Expected Result/Impact: Increased ability to track and measure student progress or lack there of.

Staff Responsible for Monitoring: Dr. Angie Westerfield

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

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Strategy 3

Brown Primary will work with the instructional coach to support teachers and develop highly effective lessons.

Strategy's Expected Result/Impact: Increased student learning and performance.

Staff Responsible for Monitoring: Dr. Angie Westerfield; Natalia Hannath; Misty Vasquez

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

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Strategy 4

Brown Primary will utilize lessons from High Quality Instructional Materials, including those from HMH, iReady, SAAVAS, etc..

Strategy's Expected Result/Impact: Lessons will be aligned to grade level standards and support rigorous learning.

Staff Responsible for Monitoring: Dr. Angie Westerfield; Natalia Hannath; Misty Vasquez

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

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Strategy 5

BP will utilize classroom learning centers/stations to match real world and literacy rich activities for our students.

Strategy's Expected Result/Impact: Students will have increased opportunities to explore and extend learning while interacting with peers.

Staff Responsible for Monitoring: Dr. Angie Westerfield; Natalia Hannath; Misty Vasquez

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Performance Objective 2 High Priority

By the end of the 26-27 school year, all teachers will have been provided ongoing coaching opportunities in their field.

Evaluation Data Source: walkthrough documentation, mentor program documentation, Coaching documentation,

Strategy 1

New PK teachers will receive ESC 13 instructional coaching and/or coaching from consultant.

Strategy's Expected Result/Impact: Increased effectiveness in developmentally appropriate practices and instructional strategies in PK classrooms.

Staff Responsible for Monitoring: Dr. Angie Westerfield; Natalia Hannath

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math

ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

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Strategy 2

Grade level PLCs will follow the MIA (Materials Internalization & Alignment) approach to help teachers internalize HQIM lessons and differentiate for specific students and needs.

Strategy's Expected Result/Impact: Increased effective instructional practices and strategies across all grade levels.

Staff Responsible for Monitoring: Dr. Angie Westerfield; Natalia Hannath; Misty Vasquez

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments

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Strategy 3

Teachers with 0-3 years teaching experience will participate in the SISD Mentor Program.

Strategy's Expected Result/Impact: New teachers gain knowledge and build essential teaching skills while working with a veteran teacher.

Staff Responsible for Monitoring: Dr. Angie Westerfield; Natalia Hannath; Misty Vasquez

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 2: Strategic Staffing

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Performance Objective 3

Throughout the 26-27 school year, the campus will work to ensure that all classrooms are appropriately staffed and within a 22:1 ratio.

Evaluation Data Source: Master Schedule; class rosters

Strategy 1

Communicate staffing needs and projected student enrollment with District Administration.

Strategy's Expected Result/Impact: Appropriate staffing ratios in all classrooms

Staff Responsible for Monitoring: Dr. Angie Westerfield

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 2: Strategic Staffing

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Performance Objective 4

Throughout the 26-27 school year, students will develop a positive self-perception and healthy habits to increase whole-child wellness.

Evaluation Data Source: Counseling lesson documentation, EOY data, Survey results

Strategy 1

Counselor will provide 8 SEL based lessons including topics such as bullying reporting and prevention, suicide awareness and prevention, child abuse awareness, and other mental health related topics.

Strategy's Expected Result/Impact: Students become aware and equipped to report issues to staff or other trusted adults.

Staff Responsible for Monitoring: Dr. Angie Westerfield; Raven Behrens

ESF Levers: Lever 3: Positive School Culture

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Strategy 2

100% of Kindergarten students will receive explicit instruction on digital literacy and use of technology.

Strategy's Expected Result/Impact: Students will learn how to navigate the online programs in a safe, productive manner.

Staff Responsible for Monitoring: Dr. Angie Westerfield; Deanna Zimmerhanzel; Denise Miles

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Goal 2 Staff Satisfaction and Engagement

Performance Objective 1

By May 2027, overall staff satisfaction and engagement at Brown Primary will increase by 10% as measured by the annual District Employee Climate Survey, with specific positive growth in the domains of "Campus Leadership Communication," "Feedback & Recognition," and "Work Environment."

Evaluation Data Source: Annual SISD Employee Climate Survey; (Pulse Checks): Quarterly, 3-question anonymous digital feedback slips (Google Forms) evaluating current campus climate and stress levels.; Behavioral Indicators: Staff attendance/absenteeism rates (tracking decreases in discretionary leave use); Retention Data: Percentage of staff requesting transfers or resigning at the end of the 2026-2027 school year compared to previous years.

Strategy 1

Streamline Communication to Reduce Administrative Fatigue - Implement a single, predictable weekly communication tool, Friday FYI, sent out every Friday afternoon.

Strategy's Expected Result/Impact: Reduces anxiety and allows teachers to mentally disconnect over the weekend, knowing exactly what to expect for the upcoming week.

Staff Responsible for Monitoring: Dr. Angie Westerfield

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

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Strategy 2

Implement a Two-Tiered Staff Recognition System - Admin-to-Staff: Highlight a "Staff Spotlight" or "MVP of the Week" in the weekly newsletter based on instructional excellence or service. Peer-to-Peer: Create a physical traveling trophy (e.g., a "Golden Apple" or mascot plush) passed from one teacher to another each week during faculty meetings, detailing why that teammate helped them survive the week.

Strategy's Expected Result/Impact: Directly addresses the "Feedback and Recognition" domain by ensuring staff feel seen by leadership and valued by their peers.

Staff Responsible for Monitoring: Dr. Angie Westerfield

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

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Strategy 3

Establish a Campus Advisory & Feedback Loop - Utilizing Campus Leadership Team consisting of at least one representative per grade level/department (Pre-K, Kindergarten, Paras, Specials). Meet monthly to review upcoming campus logistics before decisions are finalized and rolled out.

Strategy's Expected Result/Impact: Increases teacher agency and shared decision-making. Staff are significantly more engaged when they feel they have a voice in the operational design of the school.

Staff Responsible for Monitoring: Dr. Angie Westerfield

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

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Strategy 4

Provide "Protected Boundaries" and De-escalation Support - Implement a clear campus protocol for high-conflict parent interactions. Ensure teachers are trained on how to redirect aggressive parents to administration immediately, providing them with "paper shields" (email templates) and administrative backup during tense situations.

Strategy's Expected Result/Impact: Protects teachers' mental well-being and reduces the burnout associated with emotional exhaustion from external conflicts.

Staff Responsible for Monitoring: Dr. Angie Westerfield

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

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Goal 3 Stakeholder Engagement and Satisfaction

Performance Objective 1

By the end of the 26-27 school year, Brown Primary will gather data from parents regarding climate/culture, academic/behavior strengths & struggles, and overall performance with at least a 50% participation rate.

Strategy 1

Provide survey information in a variety of ways to reach as many parents as possible.

Strategy's Expected Result/Impact: Increased feedback to drive Campus Needs Assessment

Staff Responsible for Monitoring: Dr. Angie Westerfield

ESF Levers: Lever 3: Positive School Culture

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Performance Objective 2

During the 26-27 school year, Brown Primary will develop and implement a Family Engagement Plan that offers multiple opportunities for parents to engage in school activities.

Evaluation Data Source: Campus calendar, event sign-in sheets, Parent Family Engagement Plan

Strategy 1

Plan and publicize parent engagement opportunities in various settings and at various times in order to increase participation and interest to its fullest potential.

Strategy's Expected Result/Impact: Increased parent involvement and support for campus

Staff Responsible for Monitoring: Dr. Angie Westerfield

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 3: Positive School Culture

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Strategy 2

Provide language support and accessibility for Spanish speaking parents through SISD ESL Liaison.

Strategy's Expected Result/Impact: Increased involvement and participation from Spanish speaking parents and families.

Staff Responsible for Monitoring: Dr. Angie Westerfield

ESF Levers: Lever 3: Positive School Culture

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Strategy 3

Host Parent-Teacher conferences in the Fall semester to discuss student performance and school-home connections.

Strategy's Expected Result/Impact: Increased communication and strengthened relationship between school and home.

Staff Responsible for Monitoring: Dr. Angie Westerfield; Classroom teachers

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 3: Positive School Culture

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Strategy 4

Launch "Lunch and Learn" or similar Parent Education series.

Strategy's Expected Result/Impact: Provide parents with the strategies they need to support literacy and math growth at home.

Staff Responsible for Monitoring: Dr. Angie Westerfield

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction

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Performance Objective 3

During the 26-27 school year, Brown Primary will work to develop a bridge between community services and our students and families who need assistance acquiring these services.

Evaluation Data Source: Develop community services directory, attendance of community services representatives at parent events

Strategy 1

The Counselor will work to develop a collection of local resources available to assist families in need and publish the list on our website.

Strategy's Expected Result/Impact: Increased knowledge of programs and assistance available in our area.

Staff Responsible for Monitoring: R. Behrens; Dr. Angie Westerfield

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

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Performance Objective 4

During the 26-27 school year, Brown Primary will work to make the campus more accessible and appealing for visitors, including those who speak Spanish.

Evaluation Data Source: Updated exterior signage, home communication in dual languages

Strategy 1

Provide all flyers and forms in both English and Spanish.

Strategy's Expected Result/Impact: More accessibility for Spanish speaking families.

Staff Responsible for Monitoring: Dr. Angie Westerfield

Problem Statements: Demographics 1 - Demographics 1 - Perceptions 1 - Parent and Community Engagement 1

ESF Levers: Lever 3: Positive School Culture

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Strategy 2

Provide campus signage in both English and Spanish.

Strategy's Expected Result/Impact: Increased accessibility for Spanish speaking families.

Staff Responsible for Monitoring: Dr. Angie Westerfield

Problem Statements: Demographics 1 - Demographics 1 - Perceptions 1 - Parent and Community Engagement 1

ESF Levers: Lever 3: Positive School Culture

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Performance Objective 4 Problem Statements Identifying Demographics

	Problem Statement	Root Cause
1	Families that speak a language other than English have limited participation in parent engagement events due to language barrier.	No Spanish speaking staff members or translator on campus.

Performance Objective 4 Problem Statements Identifying Demographics

	Problem Statement	Root Cause
1	Families that speak a language other than English have limited participation in parent engagement events due to language barrier.	No Spanish speaking staff members or translator on campus.

Performance Objective 4 Problem Statements Identifying Perceptions

	Problem Statement	Root Cause
1	Families that speak a language other than English have limited participation in parent engagement events due to language barrier.	No Spanish speaking staff members or translator on campus.

Performance Objective 4 Problem Statements Identifying Parent and Community Engagement

	Problem Statement	Root Cause
1	Families that speak a language other than English have limited participation in parent engagement events due to language barrier.	No Spanish speaking staff members or translator on campus.

Performance Objective 5

During the 26-27 school year, Brown Primary will work with families and child care facilities to develop/ implement a transition plan for families and students.

Evaluation Data Source: Documented transition plan, meeting agendas, PreK/Kinder Round-Up posted to calendar

Strategy 1

Collaborate with area child care/school directors and principals to establish common interests and supports.

Strategy's Expected Result/Impact: Increased collaboration between entities

Staff Responsible for Monitoring: Dr. Angie Westerfield

ESF Levers: Lever 1: Strong School Leadership and Planning

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Goal 4 Financial Operational Systems

Performance Objective 1

By the end of the 26-27 school year, Brown Primary will have maintained a 95% average attendance rate.

Evaluation Data Source: Attendance data

Strategy 1

Implement Attendance Incentive Reward, "Five or Less, BP Success!"

Strategy's Expected Result/Impact: Increased Attendance rate

Staff Responsible for Monitoring: Dr. Angie Westerfield

Problem Statements: Student Achievement 1 - Student Learning 1 - School Culture and Climate 1 - School Processes & Programs 1 - Parent and Community Engagement 2

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

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Strategy 2

Families will be contacted after 5 unexcused absences to determine specific intervention strategies that will support the student in attending school.

Strategy's Expected Result/Impact: Decreased number of students with excessive absences.

Staff Responsible for Monitoring: Dr. Angie Westerfield

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

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Performance Objective 1 Problem Statements Identifying Student Achievement

Problem Statement

Root Cause

1

Poor attendance for struggling students.

Lack of attendance incentives

Performance Objective 1 Problem Statements Identifying Student Learning

Problem Statement

Root Cause

1

Poor attendance for struggling students.

Lack of attendance incentives

Performance Objective 1 Problem Statements Identifying School Culture and Climate

Problem Statement

Root Cause

1

Poor attendance for struggling students.

Lack of attendance incentives

Performance Objective 1 Problem Statements Identifying School Processes & Programs

Problem Statement

Root Cause

1

Poor attendance for struggling students.

Lack of attendance incentives

Performance Objective 1 Problem Statements Identifying Parent and Community Engagement

Problem Statement

Root Cause

2

Poor attendance for struggling students.

Lack of attendance incentives