

# **Robstown Independent School District**

## **San Pedro Elementary**

### **2023-2024 Performance Objectives**



# Mission Statement

Empowering individuals today to prepare for tomorrow.

## Vision

Inspiring life-long learning by providing limitless opportunities for success.

## Core Values

**Integrity**- doing what is right even when no one is looking.

**Responsibility**- taking ownership of one's actions and attitudes by being reliable and dependable.

**Positive Relationships**- creating a mutual and meaningful connection with individuals who support and encourage success.

**Respect**- having a sense of self-worth and being mindful of others.

**Leadership**- motivating and inspiring oneself and others.

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# Goals

**Goal 1: Academic Achievement:** San Pedro Fine Arts Academy will ensure students receive a high quality Tier 1 instruction.

**Performance Objective 1:** Provide all students with strong Tier 1 instruction in all core subjects, utilize High Quality Instructional Materials, curriculum and aligned assessments; curriculum designed to prompt complex thinking, integration of concepts and ideas, and application of learned skills to new material or novel situations.

**Performance Objective 2:** Coach teachers to engage students in higher order thinking through instructional activities and practice tasks, supporting Tier 1 instruction.

**Performance Objective 3:** Equip and empower all instructional staff by enhancing the PLC process creating collective efficacy and supporting student outcomes.

**Performance Objective 4:** Implement and utilize Learning Walks that are non-evaluative/non-judgemental to provide meaningful feedback to teachers on the implementation of Tier 1 instruction and the Tier 1 experience.

**Performance Objective 5:** Build capacity, increase teacher collective efficacy, and drive student outcomes by providing coaching to all instructional leaders and teachers.

**Goal 2: Communication Engagement:** San Pedro Fine Arts Academy will build from the current community engagement initiatives, and expand partnerships with parents, families, and the broader community to ignite brilliance, transform lives and empower generations.

**Performance Objective 1:** Engage and equip parents and the family to support students in achieving their educational goals by hosting instructional workshops and course offerings.

**Performance Objective 2:** Foster a welcoming and customer-focused environment where our entire RISD team is committed to delivering fast, friendly, and flexible service.

**Performance Objective 3:** Promote alignment of the district mission, vision, and values on all campuses at all events and through all communication platforms.

**Goal 3:** Safety and Culture Matters: San Pedro Fine Arts Academy will ensure a positive, safe, and productive environment that fosters learning, creativity, and the opportunity to ignite brilliance, transform lives and empower generations.

**Performance Objective 1:** Elevate the importance of student attendance by monitoring and verifying student attendance to increase the overall attendance to 95%.

**Performance Objective 2:** Provide wrap-around services to parents and students focused on physiological systems through the district's social work program.

**Performance Objective 3:** Provide safety measures throughout the campus to ensure safety for all students and staff.

**Goal 4:** Greatest workplace on the planet: San Pedro Fine Arts Academy will recruit, retain, and recognize high quality staff to ignite brilliance, transform lives, and empower generations.

**Performance Objective 1:** Actively seek and attract talent utilizing competitive support structures, grow your own opportunities, and incentive programs to best meet the needs of our students.

**Performance Objective 2:** Create a joyful workplace that cultivates a sense of ownership, self-care, and excellence.