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|  | **Mission Statement**<br>It is the purpose and mission of the Alvord Independent School District to provide a safe environment and a sound educational program for all students allowing them to develop to their full potential intellectually, physically, and socially in order to be responsible citizens and contributing members of society. Inherent within this purpose and mission is the belief that all students can learn and that the school, the home and the community can make a difference in the lives of its students. |

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| **Board Goal 1** | **Increase or maintain the percentage of students earning a CCMR indicator from 85% to 89% by August 2029.**<br>**2024-2025 85%, 2025-2026 86%, 2026-2027 87%, 2027-2028 88%, 2028-2029 89%** |
| GPM 1.1 | Increase or maintain the percentage of students completing 3 hours of Dual Credit ELAR or Math or 9 hours in any subject from 16% to 21% by August 2029.<br>**2024-2025 16%, 2025-2026 17%, 2026-2027 18%, 2027-2028 19%, 2028-2029 20%** |
| GPM 1.2 | Increase or maintain the percentage of students meeting TSI criteria in ELA/Reading from 30% to 34% and Mathematics from 28% to 32% by August 2029<br>**2024-2025 30% and 28%, 2025-2026 31% and 29%, 2026-2027 32% and 30%, 2027-2028 33% and 31%, 2028-2029 34% and 32%** |
| GPM 1.3 | Increase or maintain the percentage of students earning an industry based certification from 13% to 17% by August 2029<br>**2024-2025 13%, 2025-2026 14%, 2026-2027 15%, 2027-2028 16%, 2028-2029 17%** |

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Sec. 11.186. COLLEGE, CAREER, AND MILITARY READINESS PLANS.

(a) The board of trustees of each school district shall adopt college, career, and military readiness plans that set specific annual goals for the following five school years to reach quantifiable goals for measures of student college, career, and military readiness at each campus.

| **Board Goal 2** | **Provide students with a Safe Environment that promotes learning for all** |
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| GPM 2.1 | 100% of all employees will receive Level I Guardian Training annually |
| GPM 2.2 | 100% compliance with required Campus Prepared Drills each year |
| GPM 2.3 | Emergency Operations Plan Reviewed and Updated annually |
| GPM 2.4 | Safety and Security Committee makes recommendations to the Superintendent and Director of Safety and Security Annually |

| **Board Goal 3** | **Ensure that High Quality Teachers are educating all Alvord ISD students.** |
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| GPM 3.1 | District teacher turnover rate will be within 5% of the state teacher turnover rate |
| GPM 3.2 | Teacher salaries will be within 5% of small schools market |
| GPM 3.3 | Outperform the state on the Texas Academic Performance Report STAAR Performance All Grades All Subjects category |
| GPM 3.4 | Student to staff ratio below statewide average |

| **Board Goal 4** | **The percentage of 3rd-grade students performing at Meets Grade Level (or above) on STAAR Reading will increase from 49% to 53% by August 2029.**<br>**2024-2025 49%, 2025-2026 50%, 2026-2027 51%, 2027-2028 52%, 2028-2029 53%** |
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| GPM 4.1 | The percentage of Pre-K students that score “Emerging” by the end of the year (EOY) on the Identified State Reading Assessment tool will maintain or increase from 80% to 84% by June 2029.<br>**2024-2025 80%, 2025-2026 81%, 2026-2027 82%, 2027-2028 83%, 2027-2028 84%** |
| GPM 4.2 | The percentage of Kindergarten students that score “on track/Emerging” by the end of the year (EOY) on the Identified State Reading Assessment tool (TX-KEA) will maintain or increase from 80% to 84% by June 2029.<br>**2024-2025 80%, 2025-2026 81%, 2026-2027 82%, 2027-2028 83%, 2028-2029 84%** |

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| GPM 4.3 | The percentage of 1st through 2nd-grade students that score “on grade level” by the end of the year (EOY) on the state-approved TPRI (Texas Primary Reading Inventory) tool will maintain or increase from 85% to 89% by June 2029.<br>**2024-25 85% 2025-2026 86% 2026-2027 87% 2027-2028 88%,2028-2029 89%** |

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| **Board Goal 5** | **The percentage of 3rd-grade students performing at Meets Grade Level (or above) on STAAR Mathematics will increase from 43% to 47% by August 2029**<br>**2024-2025 43%, 2025-2026 44%, 2026-2027 45%, 2027-2028 46%, 2028-2029 47%** |
| GPM 5.1 | The percentage of Pre-K students that score “on track” on the end of year (EOY) Identified State Math Assessment tool will maintain or increase from 80% to 84% by June 2029.<br>**2024-2025 80%, 2025-2026 81%, 2026-2027 82%, 2027-2028 83%, 2028-2029 84%** |
| GPM 5.2 | The percentage of Kindergarten students that score “on track” on the end of year (EOY) Identified State Math Assessment tool will maintain or increase from 72% to 77% by June 2029.<br>**2024-2025 72%, 2025-2026 73%, 2026-2027 74%, 2027-2028 75%, 2028-2029 76%** |
| GPM 5.3 | The percentage of 1st through 2nd grade students that score “on grade level” on the end of year (EOY) Identified State Math Assessment tool will maintain or increase from 75% to 79% by June 2029.<br>**2024-2025 75%, 2025-2026 76%, 2026-2027 77%, 2027-2028 78%, 2028-2029 79%** |

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Sec.11.185. EARLY CHILDHOOD LITERACY AND MATHEMATICS PROFICIENCY PLANS.

(a) The board of trustees of each school district shall adopt and post on the district ’s Internet website early childhood literacy and mathematics proficiency plans that set specific annual goals for the following five school years to reach quantifiable goals for student performance in reading and mathematics at each campus.

| **Board Goal 6** | **Create a district-wide environment that causes growth** |
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| GPM 6.1 | District will recognize students and staff members who consistently exhibit a strong work ethic by putting in great effort, dedication, and perseverance in their work or responsibilities that results in growth or improvement. |
| GPM 6.2 | Each campus and department will identify a priority one measurable growth goal for the year |
| GPM 6.2 | Each campus principal and department director will facilitate the development of a growth mindset on their campus or within their department |