**District Goals**

**2022-2023**

**Goal 1:** **Make academic achievement and student performance the primary priority of Hitchcock ISD.**

**Performance Objective 1:** 100% of students will achieve at least one year’s academic progress on year-end assessments (STAAR, TELPAS, TPRI/TEMI, etc.)

**Performance Objective 2:** 30% or more of students will achieve Mastery on STAAR assessments

**Performance Objective 3:** 100% of students will meet or exceed the level of Approaches for the STAAR (in each subject area)

**Performance Objective 4**: 100% of 12th graders will meet College, Career, and/or Military Readiness (CCMR) standards

**Performance Objective 5:** Achieve UIL Academic District Champion at each division level (elementary, middle, and high school levels)

**Performance Objective 6:** All extra-curricular organizations, teams, and clubs will achieve Regional and/or State level

**Performance Objective 7:** All students participating in organizations, teams, and clubs will achieve 100% passing rate all school year

**Performance Objective 8:** Decrease the achievement gap between special populations of students (socio-economic status, ethnicity, Special Education, English Learners, etc.) to achieve “Met Standard” in “Closing the Gaps” on State Accountability

**Performance Objective 9:** Increase student average daily attendance to 97%

**Goal #2: Recruit, Reward, and Retain Highly Qualified Staff**

**Performance Objective 1:** Increase staff retention rate by 5%

**Performance Objective 2:** District-wide ongoing focus on improving culture and climate

**Goal 3: Maintain a safe and disciplined environment conducive to learning.**

**Performance Objective 1:** 25% decrease in the number of office discipline referrals

**Performance Objective 2:** When surveyed, students, staff, and parents will report feeling the campus is a safe and secure learning environment

**Goal 4: Maximize fiscal responsibility to provide for operational effectiveness and facility maintenance**.

**Performance Objective 1:** Maintain platinum star rating.

**Performance Objective 2:** Earn an “A” in Financial Integrity Rating System of Texas (FIRST)

**Performance Objective 3:** Decrease utility usage by 10%

**Performance Objective 4:** Ensure the ongoing financial stability and growth of the district

**Goal #5: Parent and Community Based Engagement**

**Performance Objective 1:** Ensure ongoing communication with parents and other community stakeholders

**Performance Objective 2:** Increased family participation in student support events: Open House; STAAR Night; Literacy Night; Grandparents Day; Fall Festival; etc.

**Performance Objective 3:** Provide Parent Empowerment Meetings