

# North East Independent School District

## 014 Johnson High School

2025-2026



# Mission Statement

Claudia Taylor Johnson community members model the life-long discovery and the personal discipline essential to the success of all learners. We hold ourselves accountable for developing adaptive, resourceful, empathetic, and civically-minded individuals by providing rigorous, genuine, and unique experiences in a physically, emotionally, and academically-safe environment.

## Vision

Here at Claudia Taylor Johnson High School our goal is to prepare our students to not only be college and career ready, but also be service oriented to the community. Our goal is to provide rigorous and relevant on-demand courses that meet the needs in ever evolving industries, and prepare students to be certified, college and career ready.

# Goals

**Goal 1:** NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.


**Performance Objective 1:** Increase EOC scores for English I, English II, Biology, Algebra I, and US History for specific sub-populations.

**High Priority**

**Evaluation Data Sources:** STAAR EOC scores, DEUAs, and CFAs.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Johnson students in the lowest performing sub-populations scoring masters on English I and II EOCs will increase by 3% by June 2026. English I and II classes will utilize a minimum of three writing mini-assessments per 9-week grading period will be administered to all students. English I and II classes will use the recursive writing process for a minimum of four essays throughout the year.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in English I and II EOC scores.  <b>Staff Responsible for Monitoring:</b> English Dean, English I/II teachers, and Administration</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The percentage of Johnson students in special services who score masters grade level will increase by 2% by June 2026. Algebra I teachers will focus on incorporation of the online resources Class Kick, Aware, and Desmos during instruction and Flex to formatively assess students and then use formative assessment data gathered to adjust instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in Algebra I EOC scores.  <b>Staff Responsible for Monitoring:</b> Math dean, Algebra I teachers, and Administration</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> US History EOC: The percent of Johnson in special populations who score approaches, meets and masters grade level will increase by 3% by June 2026. All US History teachers will focus on embedding key vocabulary in classroom activities. Focused instruction during Johnson flex based on TELPAS scores from 10th grade year and data from Eduphoria Aware for students needing intervention or acceleration.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase US History EOC scores and increase college readiness  <b>Staff Responsible for Monitoring:</b> social studies dean , US History Teachers and administration</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>





Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> The percentage of Johnson students in our lowest performing sub-populations who score meets on the Biology STAAR will increase by 2% and masters will increase by 1% by June 2026. Biology classes will utilize formative assessment data to spiral in and review targeted content and provide enrichment lessons to students. Biology classes will all implement direct vocabulary and word root instruction and memory and retention strategies. Biology FLEX classes will implement data-driven Biology lessons.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Biology EOC scores in all performance levels for our lowest performing sub-populations.</p> <p><b>Staff Responsible for Monitoring:</b> Science Dean, Science Teachers, Administration</p>	Formative			Summative
	Nov	Jan	Mar	June



**Goal 1:** NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

**Performance Objective 2:** Increase Masters level achievement by 2% on all EOC assessments.





**Evaluation Data Sources:** EOC scores, DEUAs, and CFAs.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement targeted instruction through the use of PLC, AVID strategies, and targeted FLEX classes. <b>Strategy's Expected Result/Impact:</b> Improve Masters level achievement. <b>Staff Responsible for Monitoring:</b> Instructional Deans, EOC teachers, and administration.	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

**Goal 1:** NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

**Performance Objective 3:** Increase percentage of Johnson graduates that meet the criteria for CCMR will increase from 79% (2023 estimate) to 88% (TEA criteria)





**Evaluation Data Sources:** SAT/PSAT/ACT/TSI scores, AP tests, IBC certifications, and military enlistment, AP/OnRamps/Dual Campus data, review data for appropriate placement of students without a CCMR indicator.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increase the number of students placed in targeted PSAT Flex classes. <b>Strategy's Expected Result/Impact:</b> Increase SAT/PSAT/ACT/TSI scores. <b>Staff Responsible for Monitoring:</b> CCMR specialist, Administration, PSAT Flex teachers	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** NEISD will provide and maintain safe, supportive, and equitable learning environments for our students.

**Performance Objective 1:** Utilizing multiple forms of data, we will use the MTSS process to identify students who require intervention.


**Evaluation Data Sources:** Skyward, Power BI data, Aware,

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Leadership team will review MTSS watchlist weekly to check for students with attendance, academic, and/or social emotional needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Identify at-risk students with academic difficulty and assign Remediation FLEX. High need students with behavior referrals will be assigned MTSS Behavior FLEX to work with teachers to improve social and emotional skills.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principals, SPED, Counselors, MTSS Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** NEISD campuses will serve as centers for community involvement.

**Performance Objective 1:** Johnson will partner with community stakeholders to create a safe, welcoming and inclusive environment.

**Evaluation Data Sources:** Family Specialist agendas, participation in events





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The Johnson Cluster Family Engagement Liaison will partner with community organizations to provide families support through classes in the areas of academic support, social skills, and substance abuse risks.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in outreach to different populations in the Johnson cluster.</p> <p><b>Staff Responsible for Monitoring:</b> Family Engagement Liaison, Administrative staff and leadership team.</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				



**Goal 4:** NEISD will develop and promote positive relationships through communication, involvement, and partnerships with our community.





**Performance Objective 1:** Johnson High School will maintain and develop activities/events in partnership with our community.

**Evaluation Data Sources:** Community/family participation in activities/events.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Involve PTSA and the community in college nights, careers fairs, family engagement classes, and other events/activities/events on campus (Safe Driving event during Homecoming week, Stress Busters Week, Red Ribbon Week, and Shattered Dreams).</p> <p><b>Strategy's Expected Result/Impact:</b> Increase participation of community/families in activities/events.</p> <p><b>Staff Responsible for Monitoring:</b> CCMR Specialist, family Specialist, Counselors, and Administration.</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Goal 5:** NEISD will emphasize character development and civic responsibility.

**Performance Objective 1:** Provide opportunities to build skills that develop students to be successful on and off campus.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Train students and teachers on drug prevention, suicide prevention, alcohol prevention, and teen dating violence through counseling sessions. These lessons will also include anti-bullying information to all student organizations and athletic groups and continue to implement "No Place for Hate" initiative.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase numbers of students educated on adverse effects of bullying, drug/alcohol prevention, suicide prevention, teen dating violence, and the negative side of online social media. Additionally, this will lead to fewer office and counseling referrals.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Mental Wellness Counselor, Family Specialist, Deans, Teachers.</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 6:** NEISD will continue to use best practices in its efficient and effective management of District resources.





**Performance Objective 1:** District resource: 100% of teachers will implement New Art and Science of Teaching (NASOT) strategies in their lessons in three design areas #6 Using strategies that appear in all types of lessons (with an emphasis on listening/speaking activities), #7 using engagement strategies, and #9 building relationships - to build higher-order level ad engaging lessons.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers choose a NASOT element to align with their professional goal and work on that goal throughout the year and receive feedback on goals through instructional walks.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased implementation of best practices and improved academic outcomes for students.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Deans, Department Heads, Teacher Leaders</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 7:** NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

**Performance Objective 1:** 100% of new teachers will receive campus onboarding professional development through PD and monthly new teacher meetings and campus mentorship each year.





**Evaluation Data Sources:** New Teacher Meeting Agendas and Attendance Rosters

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> New Teacher Meetings. Campus administration will monitor meeting and campus mentorship program through monthly progress checks and new teacher performance in classrooms.</p> <p><b>Strategy's Expected Result/Impact:</b> The campus will provide new teachers with best practices and professional development to retain staff.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Deans, Department Heads, Teacher Leaders</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 8:** NEISD will foster a culture of health and wellness among our students, staff, and community.

**Performance Objective 1:** Build campus culture and wellness by building teacher morale with various acts of appreciation and promoting wellness through various lifestyle tools.

**High Priority**

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Celebrations - Teacher of the Month, Jags Awards, Wicked Awesome Recognition, thank you cards, and "Make It A Great Day or Not the choice is Yours" Emails</p> <p><b>Strategy's Expected Result/Impact:</b> Increase morale and building job satisfaction/retention.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselors, Deans, Department Heads</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Create a staff wellness newsletter that informs of different aspects of wellness including monthly wellness challenges.</p> <p><b>Strategy's Expected Result/Impact:</b> Better morale and staff buy in for general wellness amongst stakeholders. An increase in staff participation of wellness challenges by 5% over the year.</p> <p><b>Staff Responsible for Monitoring:</b> Wellness committee and AP over wellness.</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				