

North East Independent School District

041 Eisenhower Middle School

2025-2026



Mission Statement

Empower all students to grow through high levels of academic, social, and emotional learning in a collaborative community.

Vision

We believe functioning as a PLC is the most promising path to achieving our mission. We envision a school in which:

- Staff create relevant lessons using leading strategies that develop students as critical thinkers and problem solvers.
- Staff provide students with structures and strategies to monitor their learning of the essentials and celebrate success.
- Staff demonstrate a belief in ALL students through collaborative conversations focused on student learning to inform the effectiveness of instruction, and determine next steps for individual students.
- Students become accountable and self efficacious by monitoring their progress towards proficiency of essential learning.
- Students are authentically engaged in meaningful tasks centered around critical thinking.
- Students effectively communicate towards common social, emotional, and academic outcomes.

Value Statement

Focus on Learning:

- We will commit to providing the resources and time for collaborative teams to ensure students have access to a guaranteed and viable curriculum.
- We will commit to providing the structures and strategies that allow for intentional instruction by student, by standard.

Collaborative Culture:

- We commit to protecting time for collaborative teams to focus on the implementation of PLC concepts to ensure alignment to campus and department goals.
- We commit to providing structures and strategies for job embedded professional development along with additional professional learning for teachers to achieve their goals.

Results Orientation:

- We will commit to supporting collaborative teams so that they can discuss learning results with students in order to help track their progress on essential learning.
- We will commit to supporting collaborative teams so that they can discuss learning results with each other in order to make immediate changes to instruction.

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: Eisenhower students will increase scores at the Meets and Masters level by 5% in both Math and Reading.

High Priority

Evaluation Data Sources: AWARE CFA, DEUA, & MAP Growth Data

Strategy 1 Details	Reviews			
Strategy 1: All campus staff will commit to intentional planning for intervention, extension, and differentiation that will be visible daily throughout our campus. Strategy's Expected Result/Impact: Students previously scoring in Meets and Masters will maintain and/or improve. Staff Responsible for Monitoring: Teachers, Department Chairs, ICs, Academic Dean TEA Priorities: Build a foundation of reading and math, Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

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

Performance Objective 1: Eisenhower students identified as special populations who are targeted for strategic improvement will increase at the Meets performance level by 3% on all subject assessments.





High Priority
Evaluation Data Sources: Aware CFA & DEUA data, MAP

Strategy 1 Details	Reviews			
Strategy 1: Campus-wide targeted tutoring days have been created to address students who are struggling in Math and Reading. Communication will be share with parents/guardians of targeted students to encourage them to attend and incorporate incentives for attendance. Strategy's Expected Result/Impact: Increased student scores across all proficiency levels on assessments and progress measures in Reading and Math. Staff Responsible for Monitoring: Math and ELAR teachers, ELAR & Math ICs, Academic Dean TEA Priorities: Build a foundation of reading and math - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 1: Eisenhower will host 2 family engagement events each 9 week period.





Evaluation Data Sources: Family newsletters and sign-in sheets for each event held.

Strategy 1 Details	Reviews			
Strategy 1: Eisenhower will hold a variety of opportunities for families to come on to campus to become partners in education for their children. Strategy's Expected Result/Impact: Increased general attendance, increased attendance in tutoring when it's required, higher scores on DEUAs. Staff Responsible for Monitoring: Family Specialist, Counselors, Principal Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 1: Eisenhower will maintain current community partnerships and establish 4 additional partnerships by the end of 2024-2025 school year.





Evaluation Data Sources: PowerBI, Crate

Strategy 1 Details	Reviews			
Strategy 1: Family Specialist will work with PTA and other community members to develop opportunities to create new partnerships in supporting our campus and students. Strategy's Expected Result/Impact: Increased opportunities for all students to have access to the resources Staff Responsible for Monitoring: Family Specialist, Counselors, and all Leadership Team Members	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 1: Decrease office referrals by 10% through the implementation of a campus-wide multi-tiered systems of support (MTSS) program.





Evaluation Data Sources: PowerBI

Strategy 1 Details	Reviews			
Strategy 1: Through the use of a character program that will be utilized during SHINE time built into the end of 6th period classes. Strategy's Expected Result/Impact: Discipline referrals and calls for admin needed down to classrooms will decrease in the afternoon time. Staff Responsible for Monitoring: Principal & Assistant Principals	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 1: Eisenhower will be good stewards of district and Title I funds by implementing proper training of staff involved with monitoring the use of and accounting for these resources to ensure maximum academic impact on students.





Evaluation Data Sources: Campus CNA, purchase order approvals, content lesson plans

Strategy 1 Details	Reviews			
Strategy 1: Teachers and Instruction Coaches will submit their requests for supplementary material purchases along with TEKS/Standards alignment and potential cross-curricular opportunities within the district scope and sequence. Strategy's Expected Result/Impact: The additional resources should provide new opportunities and pathways for learning that students would not experience otherwise. This, in turn, should lead to growth progress on assessments. Staff Responsible for Monitoring: Principal, Instructional Coaches, Dean TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 1: 100% of Eisenhower teachers will participate in a variety of professional development opportunities that support their own growth in alignment with the needs of students on our campus.

Evaluation Data Sources: Staff feedback survey, PowerBI data

Strategy 1 Details	Reviews			
Strategy 1: Staff feedback survey will be shared with certified staff members to determine what specific professional development would be most beneficial to their teaching. Strategy's Expected Result/Impact: Teachers will be able to progress monitor their use of new tools, resources, etc., learned from different professional development opportunities, in their classroom and their effect on student learning. Staff Responsible for Monitoring: Teachers, Instructional Coaches, Campus Leadership TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 1: Eisenhower will provide opportunities for staff, students, and the community to participate in at least three initiatives throughout the school year that support physical and emotional well-being of students, staff, and the community.

Evaluation Data Sources: Campus walk-throughs, observations, and campus wellness funds.

Strategy 1 Details	Reviews			
Strategy 1: These initiatives can include monthly wellness activities, partnerships with local health organizations, and professional development focused on self-care and stress management for staff, which can be incorporated during campus SHINE time and before or after school. Strategy's Expected Result/Impact: Increased positive relationships between students and staff members and increased attendance. Staff Responsible for Monitoring: Health teacher, Athletic Coordinator, School Nurse, Family Specialist, Campus Leadership, Wellness Committee members TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div></div>No Progress</div><div><div></div>Accomplished</div><div><div></div>Continue/Modify</div><div><div></div>Discontinue</div></div>				