

North East Independent School District

056 Tejeda Middle School

2025-2026



Mission Statement

We challenge every student to excel and demonstrate the highest levels of leadership, academic excellence, technical skills, and responsible citizenship.

Vision





We believe that through a commitment to continual learning about our students, we can equitably provide for their individual growth in literacy as well as their social and emotional development.

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: By the end of the academic year, Tejada Middle School will demonstrate measurable outcomes by increasing Academic Growth from 85% to 87%, as evidenced by MAP assessments, district end of unit assessments, and STAAR.

High Priority
Evaluation Data Sources: MAP assessments, district end of unit assessments, and STAAR.

Strategy 1 Details	Reviews			
Strategy 1: Implement targeted PLC data analysis cycles. Teachers will use PLC time to analyze MAP, district assessments, and STAAR blueprint data to plan reteach and intervention strategies. Strategy's Expected Result/Impact: Increased alignment between instruction and assessment, leading to improved student growth. Staff Responsible for Monitoring: Academic Dean, Department Chairs, Core Content Teachers. TEA Priorities: Build a foundation of reading and math - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
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Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students.

Performance Objective 1: By June 2026, consistency of Tier 1 behavior supports across classrooms will increase, as evidenced by 100% of teachers delivering one weekly P.A.C.K. lesson on proactive behavior strategies, and Administrator-led presentations provided at least once per semester.





- Evaluation Data Sources:** Discipline Data (Skyward / Power BI)
- PACK Lesson Logs / Lesson Plans - teacher documentation or admin spot-checks to verify weekly lessons delivered.
- Walk-through Data

Strategy 1 Details	Reviews			
Strategy 1: Providing one weekly classroom lesson on PACK expectations and proactive behavior strategies, delivered through teacher-ready resources such as PowerPoints, videos, or guided activities. Strategy's Expected Result/Impact: Increased consistency in Tier 1 behavior supports across classrooms. Students will clearly understand PACK expectations through repeated, uniform messaging. Reduction of discipline incidents resulting in out-of-class placements Stronger, more positive campus culture where students feel supported and safe. Teachers experience fewer disruptions, allowing more time for academic instruction. Staff Responsible for Monitoring: Principal, Assistant Principals, Academic Dean	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Facilitating one administrator-led presentation each semester to review and reinforce campus-wide behavioral expectations with all students.	Formative			Summative
	Nov	Jan	Mar	June
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Goal 3: NEISD campuses will serve as centers for community involvement.

Performance Objective 1: By May 2026, Tejada will host at least five family or community involvement events that are purposefully designed to increase engagement in student learning and campus life.





Evaluation Data Sources: Event agendas, smore

Strategy 1 Details	Reviews			
Strategy 1: Intentionally host PACK-inspired events like Family Engagement Night, Greenback Night, and Parent Advisory Council meetings where families don't just show up but truly connect with what our kids are learning and doing. Strategy's Expected Result/Impact: Families will walk away from these events feeling like true partners in their child's education. Increased attendance and participation will strengthen our campus culture, boost student motivation, and help us build lasting home-school relationships that support learning. Staff Responsible for Monitoring: Principal, Assistant Principal, Academic Dean, PTA leadership, Counselors, and teachers	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: By May 2026, Tejeda will increase academic visibility by publishing at least 2 academic-focused social media posts per week, tracked on a campus-wide spreadsheet for accountability.





Evaluation Data Sources: Social Media Posting Logs
Campus Spreadsheet of Posts

Strategy 1 Details	Reviews			
Strategy 1: Social media team will work together to track and spotlight student work, teacher strategies, and academic growth consistently. Strategy's Expected Result/Impact: Increased visibility of academic success and learning opportunities, leading to higher family engagement, stronger community-school partnerships, and recognition of student and teacher achievement. Over time, this will foster a more positive academic culture and celebrate instructional practices aligned to campus goals. Staff Responsible for Monitoring: Academic Dean, Principal, and Campus Social Media Coordinator (in collaboration with Department Chairs and teachers submitting academic highlights)	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide targeted intervention through W.O.L.F. tutoring, Saturday School, and Tier 2 supports for identified students. Strategy's Expected Result/Impact: Closing gaps for at-risk students to improve growth scores. Staff Responsible for Monitoring: Intervention Teachers, Academic Dean, 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 5: NEISD will emphasize character development and civic responsibility.

Performance Objective 1: By May 2026, Tejeda will implement at least 2 student-led P.A.C.K. initiatives per 9 weeks, with 100% of students recognized for civic or character contributions at least once per year.





Evaluation Data Sources: P.A.C.K. Celebration Records
Student Recognition Lists

Strategy 1 Details	Reviews			
Strategy 1: Leaders of the P.A.C.K. will design and lead initiatives tied to P.A.C.K. values. Strategy's Expected Result/Impact: Students develop leadership skills; character and civic responsibility visibly celebrated; P.A.C.K. values embedded in school culture. Staff Responsible for Monitoring: Principal, Assistant Principals, Teacher Leaders	Formative			Summative
	Nov	Jan	Mar	June
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Goal 6: NEISD will continue to use best practices in its efficient and effective management of District resources.

Performance Objective 1: By May 2026, Tejeda will provide budget and resource allocation updates during 100% of monthly faculty meetings to ensure full transparency and stakeholder awareness.





Evaluation Data Sources: Faculty Meeting Agendas/Minutes
CIC Reports

Strategy 1 Details	Reviews			
Strategy 1: Present monthly budget/resource allocation updates during faculty meeting. Strategy's Expected Result/Impact: Increased staff awareness of resource allocation; improved transparency and trust; stronger alignment between funding and campus goals. Staff Responsible for Monitoring: Principal, Bookkeeper, Academic Dean, CIC Committee Members	Formative			Summative
	Nov	Jan	Mar	June
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Goal 7: NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

Performance Objective 1: By May 2026, Tejeda will strengthen recruitment, retention, and professional growth by ensuring that 100% of new staff members participate in the campus led support initiatives.





Evaluation Data Sources: Mentor/Buddy Assignments
Walk-through Data/Feedback Records

Strategy 1 Details	Reviews			
Strategy 1: Formalize and sustain the buddy/mentorship system, New Teacher Orientation, walkthrough feedback cycles, and ongoing administrative check-ins for all new staff. Strategy's Expected Result/Impact: All new staff will receive consistent supports that increase retention, foster collaboration, and promote professional growth. Staff will feel welcomed, connected, and more effective in their instructional roles. Staff Responsible for Monitoring: Principal, Academic Dean, Assistant Principals, Teacher Mentors	Formative			Summative
	Nov	Jan	Mar	June
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Goal 8: NEISD will foster a culture of health and wellness among our students, staff, and community.

Performance Objective 1: By May 2026, Tejada will enhance student mental wellness by implementing at least 8 counselor-led lunch bunch sessions per year focused and 1 annual Wellness Awareness Week highlighting mindfulness, self-care, kindness, and mental health resources for students and staff.

Evaluation Data Sources: Counselor Logs documenting monthly lunch bunch sessions. Wellness Awareness Week agendas, calendars, and activity schedules.

Strategy 1 Details	Reviews			
Strategy 1: Implement monthly counselor-led lunch bunch sessions (minimum of 8 per year) focused on emotional regulation, peer relationships, and social-emotional learning, along with one annual Wellness Awareness Week that highlights mindfulness, self-care, kindness, and mental health resources for students and staff. Strategy's Expected Result/Impact: Students consistently access structured opportunities for social-emotional growth. Increased student awareness of healthy coping skills and available resources. Stronger sense of connection and belonging among students. Teachers and staff see improved student regulation and peer relationships. Staff Responsible for Monitoring: Counselors	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				