

North East Independent School District

058 Harris Middle School

2025-2026



Mission Statement

We are dedicated to high levels of learning for all hawks.

Vision

In order to achieve our mission, we will be a school that:

- Empowers students to take ownership of their own learning
- Develop life-long learners in students and staff
- Makes learning visible through utilizing high yield instructional practices
- Understands the power of Collective Teacher Efficacy and commits to practices that reflect this

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: Students will demonstrate an increase performance by 5% on Math STAAR for all students in the meets category.

High Priority

Evaluation Data Sources: Student digital data trackers, teacher SGMs, PLC tracking form, MAP, and STAAR results

Strategy 1 Details	Reviews			
Strategy 1: Establish a tracking system in all core content areas, ensure/monitor PLC's weekly to make sure they are using data to drive instruction and provide interventions/extensions as needed. Strategy's Expected Result/Impact: Increase in student growth for all students which will align with increased STAAR scores. Staff Responsible for Monitoring: Principal, Academic Dean, AP's , and Department Heads Targeted Support Strategy - Additional 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: Harris Middle School will implement and maintain safety protocols, foster a culture of inclusivity, and provide targeted support for diverse student needs. By the end of the 2025-2026 academic year, we will increase student attendance by 2%

High Priority

Evaluation Data Sources: Attendance data, MTSS data and parent/student climate surveys.





Strategy 1 Details		Reviews			
Strategy 1: Safety Training will provide training for staff and students on safety procedures, including conflict resolution, anti-bullying strategies, and recognizing signs of distress. We will expand mental health and support services by increasing access to school counselor, implementing programs that promote mental well-being, stress management, and peer support groups. Strategy's Expected Result/Impact: Increase student attendance by 2% indicating a safer school environment and better student relationships. Increased utilization of mental health and support services, indicating that students are more comfortable seeking help and that these resources are effectively meeting their needs. Overall improvement in the school climate, with students feeling safer, more supported, and valued contributing to better academic outcomes and personal development. Staff Responsible for Monitoring: Principal, AP's, Academic Dean, Department Heads, and Counselors		Formative			Summative
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Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students.

Performance Objective 2: Harris Middle School will implement and maintain safety protocols, foster a culture of inclusivity, and provide targeted support for diverse student needs. By the end of the 2024-2025 academic year, we will increase parent and student satisfaction in school climate surveys by 20%.

High Priority





Evaluation Data Sources: Discipline Data, accelerated instruction data, credit recovery, course protection, and parent/student climate surveys.

Strategy 1 Details	Reviews			
Strategy 1: Implement student-led initiatives (Student Advisory Committee) that will assist with sustaining positive school climate and providing feedback. We will also continue with community communications through weekly Smore newsletter and social media announcements. Strategy's Expected Result/Impact: Implementing will help build stronger, more positive relationships, with the community, fostering an environment of collaboration and mutual support that benefits both the school and the wider community. Staff Responsible for Monitoring: Principal, AP's, Academic Dean, Department Heads, and Counselors	Formative			Summative
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Goal 3: NEISD campuses will serve as centers for community involvement.

Performance Objective 1: Establish and maintain the school as a vibrant hub for fostering partnerships and encouraging volunteerism by increasing PTA (parent involvement) by 5%.





Evaluation Data Sources: PTA enrollment, Volunteer forms and sign-ups.

Strategy 1 Details	Reviews			
Strategy 1: Establish multiple modes of communication, such as surveys or informal discussions to understand why parents aren't participating. Strategy's Expected Result/Impact: Increase PTA participation and volunteerism by identifying barriers. Staff Responsible for Monitoring: Principal, Academic Dean	Formative			Summative
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Goal 4: NEISD will develop and promote positive relationships through communication, involvement, and partnerships with our community.

Performance Objective 1: Develop and maintain regular, transparent, and open channels of communication between the school and community members through newsletters, social media updates, and Principal meetings.





Evaluation Data Sources: Community surveys, Event feedback forms, attendance logs, and communications metrics: Email, social media, and newsletter analytics.

Strategy 1 Details	Reviews			
Strategy 1: Establish multiple channels for receiving feedback from the community, such as suggestion boxes, online surveys, and regular community meetings. Act on this feedback to show that the school values and considers community input. Strategy's Expected Result/Impact: Implementing will help build stronger, more positive relationships, with the community, fostering an environment of collaboration and mutual support that benefits both the school and the wider community. Staff Responsible for Monitoring: Principal, Academic Counselor, and Wellness Counselor.	Formative			Summative
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Goal 5: NEISD will emphasize character development and civic responsibility.

Performance Objective 1: Harris Middle School will implement a Show it, Own it, Achieve it, and Resolve it (SOAR) incentive program to foster a culture of inclusivity, and provide targeted support for diverse student needs. By the end of the academic year, reduce behavioral incidents by 15% and increase parent and student satisfaction in school climate surveys by 20%.





High Priority
Evaluation Data Sources: Discipline data and parent/student climate surveys.

Strategy 1 Details	Reviews			
Strategy 1: Implement SOAR incentive program. Poll students through the student advisory committee to develop ongoing supports and incentives for SOAR that will appeal to the students. Evaluate the effectiveness of the program throughout the year. Strategy's Expected Result/Impact: Reduction in behavioral incidents by 15% and increase parent and student satisfaction in school climate surveys by 20%. Increase in student communication and problem solving abilities. Staff Responsible for Monitoring: Principal, AP's, Academic Dean, Department Heads, and Counselors ESF Levers: Lever 3: Positive School Culture	Formative			Summative
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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: Harris Middle School will continue to leverage district specialists and district PLC coordinators to ensure highly effective strategies that align to The New Art and Science of Teaching (NASOT) goals and the campus vision.

High Priority
Evaluation Data Sources: Map Data, STAAR scores, DEAU's, CFA's

Strategy 1 Details	Reviews			
Strategy 1: Harris Middle School will continue to leverage our district specialists and commit to design days at least 1 per semester per core content. Strategy's Expected Result/Impact: Increase in MAP growth, STAAR scores, and increase teacher efficacy in the PLC process. Staff Responsible for Monitoring: Principal, AP, Academic Dean Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
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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: Improve the recruitment and retention of school employees by 10% over the next academic school year by providing ongoing professional development opportunities, such as workshops, seminars, and access to continuing education courses.

Strategy 1 Details	Reviews			
Strategy 1: Retain teachers by fostering a positive and inclusive work environment through team-building activities and recognition programs. Strategy's Expected Result/Impact: Decrease attrition by 10%. Staff Responsible for Monitoring: Principal, AP's, Academic Dean	Formative			Summative
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Goal 8: NEISD will foster a culture of health and wellness among our students, staff, and community.

Performance Objective 1: Harris Middle School will develop and maintain wellness rooms for staff members to use and increase knowledge of health and wellness supports available through the district to increase the number of staff members using resources to support their overall health and wellness by 20%.





Evaluation Data Sources: Wellness rooms usage
NEISD resources usage

Strategy 1 Details	Reviews			
Strategy 1: Counselors will develop and maintain two wellness rooms on campus for staff members to use. Encourage the use of the wellness rooms. Throughout the year, monitor the usage of the rooms to develop a plan to increase the effectiveness of the rooms. Strategy's Expected Result/Impact: Staff will have another place to go when needing to regroup or regulate increasing their mental health and wellness throughout the day. Staff Responsible for Monitoring: Counselors and leadership ESF Levers: Lever 3: Positive School Culture	Formative			Summative
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Goal 8: NEISD will foster a culture of health and wellness among our students, staff, and community.

Performance Objective 2: Harris Middle School will develop and utilize a parent/student room to be used for small groups, mediation, skills development, and parent meetings to increase the communication skills of students leading to a decrease in discipline referrals by 5%.

Evaluation Data Sources: *Community surveys and metrics-email, social media, and newsletters
*Parental involvement
*Discipline data

Strategy 1 Details	Reviews			
Strategy 1: Develop room with space and items needed to conduct small groups, mediation, and parent meetings. Continue to request donations for items to build a space that is welcoming to all. Track use of room for small groups, mediation, parent meetings, and other to monitor the effectiveness of the room. Strategy's Expected Result/Impact: Student communication and skills will grow showing a decrease in discipline data. Staff Responsible for Monitoring: Counselors ESF Levers: Lever 3: Positive School Culture	Formative			Summative
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