

North East Independent School District

106 Harmony Hills Elementary

2025-2026



Mission Statement

NEISD Mission

We challenge and encourage each student to achieve and demonstrate academic excellence, technical skills, and responsible citizenship.

Harmony Hills Mission

Helpful students that are

Action oriented

Working smart and being

Kind to all

Soaring to success!

Vision

NEISD Vision

NEISD's lifelong learners succeed in the futures of their choosing with compassionate hearts, critical minds, and competitive spirits.

Harmony Hills Vision

Every Child, Every Day, Soaring to Success.

Value Statement

NEISD Values

Harmony Hills Values

Harmony Hills provides the very best teaching and learning environment possible - one which is caring, stimulating, and safe. We develop the qualities of self-esteem, creative and critical thinking, respect for self and others, and positive attitudes toward school and learning. We nurture a love of learning while also helping students to flourish physically, mentally, emotionally and socially into responsible citizens. We are committed to placing each child at the center of learning, actively acquiring skills needed to think clearly and communicate effectively to make sound decisions. At Harmony Hills, we make learning fun while maintaining high expectations for our entire learning community.

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: At least 50% of our K-3 students with Individual Education Plans will meet the projected growth percentage on the Spring MAP assessment.

High Priority

Evaluation Data Sources: Dec. Map Assessment, Spring MAP assessment, Classroom Observations, District End of Unit Assessments, spiral assessments, 2x monthly data check-ins using campus data wall

Strategy 1 Details	Reviews			
Strategy 1: Our campus will build teacher capacity by providing teachers with student specific strategies and resources needed to achieve student growth goals, specifically when working with students with IEPs. Strategy's Expected Result/Impact: Teachers will be more proficient in adjusting tier 1 and tier 2 instruction to support students with IEPs. Staff Responsible for Monitoring: Campus administration, Instructional Coaches, teachers, SPED GLC TEA Priorities: Improve low-performing schools Funding Sources: Timers, Visuals, and other accomodational tools - 211 Title I, Part A, Instructional Coaches - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers will plan for and provide Tier 1 and Tier 2 instruction in math and reading utilizing students' with IEPs accommodations and modifications with fidelity and clear intention. Strategy's Expected Result/Impact: Through intentional supplemental support provided by the general education teacher and the special education teacher, we will see an increase in foundational math and reading skills as measured by the middle of the year and end of year MAP growth data. Staff Responsible for Monitoring: General Education Teachers, Special Education Teachers, Instructional Coaches, and school administration TEA Priorities: Improve low-performing schools Funding Sources: Instructional Coaches - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: General Education and Special Education teachers will have a shared system for communication of lesson plans and student accommodations. Strategy's Expected Result/Impact: All general education teachers, special education teachers, and paraprofessionals will have a clear understanding of students' modifications and accommodations and what implementation of those look like, thus improving student growth. Staff Responsible for Monitoring: General education teacher, Sp. Ed. teachers, paraprofessionals, Instructional Coaches, and campus admin. TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math Funding Sources: Instructional Coaches - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
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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: We will increase the number of students who will meet the projected growth goals on Math STAAR 2025 to 85%.

High Priority

HB3 Goal

Evaluation Data Sources: MAP Growth, District End of Unit Assessments, Common Formative Assessments, and STAAR 2025

Strategy 1 Details	Reviews			
Strategy 1: Professional Development to provide teachers with appropriate strategies for flexible small grouping and utilizing data for targeted instruction. Strategy's Expected Result/Impact: Teachers will be more proficient with planning for targeted instruction and small groups, and utilizing and interpreting data. Staff Responsible for Monitoring: Campus administration, Instructional Coaches, Teachers TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math Funding Sources: Instructional Coaches - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers will plan for and provide Tier 1 and Tier 2 instruction in math utilizing students' with IEPs accommodations and modifications with fidelity and clear intention. Strategy's Expected Result/Impact: Through intentional supplemental support provided by the general education teacher and the special education teacher, we will see an increase in foundational math and reading skills as measured by the middle of the year and end of year MAP growth data. Staff Responsible for Monitoring: Teachers, Instructional Coaches, and school administration TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Funding Sources: Instructional Coaches - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: General Education and Special Education teachers will have a shared system for communication of lesson plans and differentiation strategies. Strategy's Expected Result/Impact: All general education teachers, special education teachers, and paraprofessionals will have a clear understanding of how to differentiate math instruction for all levels of learners and learning styles. Staff Responsible for Monitoring: Teachers, Paraprofessionals, Instructional Coaches, and campus admin. TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math Funding Sources: Instructional Coaches - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: We will emphasize the importance of spiraling to help students retain previously learned content, throughout the year, using professional development, PLC, and coaching cycles. Strategy's Expected Result/Impact: Students will acquire and apply new knowledge to increase student achievement and growth. Staff Responsible for Monitoring: Teachers, coaches, administration	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: The math coach will provide professional development and planning support to help teachers with making abstract learning more concrete. Strategy's Expected Result/Impact: Students will have more experience and understanding of math concepts that will be reflected in high levels of growth. Staff Responsible for Monitoring: Math Teachers, Math Coach, Administration	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </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: On STAAR 2026, at least 75% of our students will reach "Approaches", 50% will reach "Meets", and 25% of students will reach "Masters."

High Priority
HB3 Goal
Evaluation Data Sources: STAAR 2026 Data, End of Unit Assessments, STAAR Practice Assessments

Strategy 1 Details	Reviews			
Strategy 1: Grade Levels will meet with coaches and admin every other Monday to discuss weekly formative check-ins given to students to monitor progress. Strategy's Expected Result/Impact: Student growth across all levels on formative check-ins. On STAAR 2025, at least 75% of students will score approaches or higher, 50% will score meets or higher, and at least 25% will score Masters.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Students will monitor their own data, reflect on assessments, and meet one-on-one with a member of the leadership team to discuss their goals and achievements. Strategy's Expected Result/Impact: Students will take ownership of their learning and progress towards their goals. Staff Responsible for Monitoring: Teachers, Coaches, and Administration	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>				





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

Performance Objective 1: Harmony Hills Staff will ensure that all students, including students of special populations, will have the resources and opportunities available to achieve their growth goal on MAP.

High Priority

HB3 Goal





Evaluation Data Sources: MAP

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use District and Campus provided resources and professional development to plan, implement, and assess student growth. Strategy's Expected Result/Impact: Harmony Hills students will meet or exceed their growth goals as measured by STAAR and MAP Growth assessments. Staff Responsible for Monitoring: Teachers, Instructional Coaches, Targeted Support Teacher, State Compensatory Education teacher TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Funding Sources: Instructional Coaches - 211 Title I, Part A	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 2: Harmony Hills will increase overall student attendance to 95%, to be monitored monthly on Power BI.





High Priority
Evaluation Data Sources: Power BI

Strategy 1 Details	Reviews			
Strategy 1: Our Family Specialist will provide information to families on maintaining good health. Strategy's Expected Result/Impact: We will have less absences due to illness. Staff Responsible for Monitoring: Family Specialist, Administration	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Family Specialist along with our Assistant Principal will make daily phone calls to those students who were absent. Strategy's Expected Result/Impact: Preventing the spread of germs will reduce the amount of students that have been absent due to illness. Staff Responsible for Monitoring: Campus principal, Vice principal, and school nurse	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 1: Harmony Hills Elementary will establish consistent, two-way communication channels between families and schools to build trust and support student success by hosting at least two events per month and effectively utilizing bilingual communication tools.





Evaluation Data Sources: Event sign-ins, volunteer sign-ups, FELA Opportunities Log, and survey results

Strategy 1 Details	Reviews			
Strategy 1: Our campus will offer weekly parenting series, ESL Classes, curriculum events, during school celebratory events such as Grandparents' Day, Veteran's Day and Holiday Events, after school performances, and afterschool club involvement opportunities. Strategy's Expected Result/Impact: Parents will be more involved in the school culture, which will improve parent engagement in student's success. Staff Responsible for Monitoring: Family Specialist TEA Priorities: Improve low-performing schools Funding Sources: Family Specialist Supply Funds - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 2: Harmony Hills will empower families to support learning at home and reinforce academic goals by offering 100% of our families access to free school supplies, books, learning materials, and parent strategy classes for Math and ELAR.





Evaluation Data Sources: Attendance at parenting classes and events, and social services data tracked through Skyward

Strategy 1 Details	Reviews			
Strategy 1: Offer family workshops on ELAR and math strategies, Math, ELAR, and Science STAAR information, and digital tools. Share grade-level expectations and student progress in clear, accessible formats. Create take-home math learning kits, reading materials, and other resources aligned to curriculum. Strategy's Expected Result/Impact: Increased participation in meeting our campus goal of 75% approaches, 50% meets, 25% masters on STAAR Math, ELAR, and Science. Increased student growth on MAP. Staff Responsible for Monitoring: Blake	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: Our campus will increase our number of community partnerships by 10%.





Evaluation Data Sources: Monthly Service Log from the Family Specialist

Strategy 1 Details	Reviews			
Strategy 1: Increase our social media presence to inform the community of our current school initiatives and invite them to be involved. Strategy's Expected Result/Impact: Improved communication through social media will increase community interest in student activities, thus improving student motivation and success. Staff Responsible for Monitoring: Family Specialist, Administration team TEA Priorities: Build a foundation of reading and math, Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Students will communicate their student projects with the community using various media, such as our school podcast program, to request support for student driven initiatives like Space Lab projects, robotics, and the Student Podcast. Strategy's Expected Result/Impact: Communication of student initiatives will increase community interest in student activities, thus improving student motivation and success.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: We will invite families to participate in school committees, planning teams, and events. Continue to honor diverse cultures and traditions through school-wide activities. Conduct surveys or listening sessions to gather family input and act on feedback. Strategy's Expected Result/Impact: The result is to educate 100% of students about different cultures, so they understand and appreciate other perspectives. Staff Responsible for Monitoring: All faculty	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: Increase positive student behaviors demonstrated throughout the campus, ultimately decreasing office referrals in common areas by 10%.

Evaluation Data Sources: fewer office referrals, Guidance Lesson tracking log, SOAR behavior tracker in the cafeteria





Strategy 1 Details	Reviews			
Strategy 1: Monthly Guidance lessons will be delivered by the school counselor through the specials rotation time. Strategy's Expected Result/Impact: Students will learn social and emotional skills and coping strategies Staff Responsible for Monitoring: School Counselor	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Faculty and Staff will communicate clear expectations for all common areas using SOAR and students have the opportunity to earn a multitude of rewards based on demonstration of expected behaviors. Strategy's Expected Result/Impact: Students will have a clear understanding of their behavior expectations in the classrooms and in common areas on campus, which will increase desirable behaviors. Staff Responsible for Monitoring: All Faculty and Staff TEA Priorities: Build a foundation of reading and math Funding Sources: Instructional Coaches - 211 Title I, Part A, Instructional Supplies - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: The counselor will provide targeted small group counseling to address student needs based on the campus needs assessment. Strategy's Expected Result/Impact: Students will develop social, coping, and relationship building skills Staff Responsible for Monitoring: Counselor	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: The counselor will connect students and families with contracted vendors for mental health services such as TCHAT and Children's Bereavement Centers of South Texas.	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: Harmony Hills Pre-Kinder through 5th grade teachers will utilize NASOT Instructional strategies to improve student engagement and academic growth on the Fall, Winter, and Spring Assessments.

High Priority

Evaluation Data Sources: MAP Growth Reports, Professional Learning Communities, campus leadership meetings, and coaching cycle data





Strategy 1 Details	Reviews			
Strategy 1: Coaches will provide Professional Development and coaching cycles based on NASOT instructional strategies for teachers to implement with fidelity and reflect on with their Professional Learning Communities. Strategy's Expected Result/Impact: Teachers will acquire higher levels of instructional agility and be more successful with reaching the needs of every student as indicated in walkthrough observational data as well as MAP growth data. Staff Responsible for Monitoring: Classroom teachers, coaches, and administration Funding Sources: Instructional Coaches - 211 Title I, Part A	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: At Harmony Hills Elementary our teachers will feel that their input is valued and that they have the resources and professional development they need to improve student success.

High Priority





Evaluation Data Sources: teacher feedback surveys

Strategy 1 Details	Reviews			
Strategy 1: At Harmony Hills Elementary we will provide frequent and purposeful professional development and resources for teachers based on our teachers' input, data, and needs. Strategy's Expected Result/Impact: Faculty and staff feel valued and the professional development will positively impact tier 1 instruction and student learning as indicated on teacher surveys and MAP growth data. Staff Responsible for Monitoring: Administration, Instructional Coaches TEA Priorities: Recruit, support, retain teachers and principals Funding Sources: Instructional Coaches - 255 Title II, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers are encouraged, supported, and educated on the resources available to them to begin new campus programs. Strategy's Expected Result/Impact: Teachers feel empowered to make a difference on their campus which in turn increases student success as indicated by teacher feedback at faculty meetings and student enrollment in teacher led programs. Staff Responsible for Monitoring: Teachers and administration	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Our Coaches will meet every nine weeks for vertical alignment in our PLC with every grade level. To review data and foster collaborative learning.	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: Harmony Hills will increase health and wellness participation among students and staff.

Evaluation Data Sources: number of students and staff participating in the running club and other wellness programs

Strategy 1 Details	Reviews			
Strategy 1: Our Physical Education Coach will offer a weekly running club program for families to get exercise. Strategy's Expected Result/Impact: Families will develop healthy lifestyle habits and students will report progress being made to Coach Sanchez weekly. Staff Responsible for Monitoring: Coach	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: The school counselor will provide monthly guidance lessons on mental health and wellness for students. Strategy's Expected Result/Impact: Increase in student attendance and self regulating strategies Staff Responsible for Monitoring: Counselors, teachers, administration, and faculty	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Coach started a Pickleball team at Harmony Hills that plays on Tuesday after school	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				