North East Independent School District

113 Serna Elementary

2025-2026

Mission Statement

At Serna, we ensure high levels of academic growth and emotional learning for

all in a supportive and collaborative community.

In NEISD, we challenge and encourage each student to achieve and demonstrate

academic excellence, technical skills, and responsible citizenship.

Vision

We believe functioning as a Professional Learning Community is the most

promising path to achieving our mission.

Value Statement

We envision a community in which:

- All teachers work collaboratively to ensure student success, support each other and give each other positive encouragement while delivering quality instruction.

- All teachers have a common goal and work interdependently in planning among the grade level and have an unwavering belief that all students can learn at high levels.

- All students will set goals, take ownership of their learning, advocate for help, use academic vocabulary, and work hard to achieve desired growth.

- All students will encourage each other, be accountable for their actions, be respectful to the learning environment and those around them.

- All staff will have the necessary resources and supplies to implement a guaranteed and viable curriculum.

- All staff support each other emotionally and professionally, strengthen one another during times of challenge, and celebrate progress.

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: All 2nd-grade Serna students will, by the end of the school year, demonstrate 84 WCPM reading fluency, as measured by their ability to read aloud grade-level text with appropriate speed, accuracy, and expression.

All 1st-grade Serna students will, by the end of the school year, demonstrate 29 WCPM reading fluency, as measured by their ability to read aloud grade-level text with appropriate speed, accuracy, and expression.

All Kindergarten students will, by the end of the school year, have Phonological Awareness Level 3: Blending & Segmenting Phonics/Word Recognition Level

Our EC team will achieve a 2% increase in PA by the end of CIRCLE wave 3. A key focus will be rhyming.

    Evaluation Data Sources: Beginning of Year (BOY), Middle of Year (MOY), and End of Year (EOY) MAP Reading Fluency

Strategy 1 Details				Reviews			
Strategy 1: We are strategically reviewing and analyzing student data at each grade level to determine student groups for daily intervention/enrichment and weekly tutoring small groups.				**Formative**			**Summative**
				Nov	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: Student data will demonstrate growth/progress in Common Formative Assessments (CFAs), District End of Unit Assessments (DEUAs,) intervention progress monitoring data points, and MOY and EOY MAP.
 	
     Staff Responsible for Monitoring: Instructional Coaches, and team leaders for each grade level, along with appropriate Special Education and instructional support staff.
 	
     TEA Priorities:
 Build a foundation of reading and math
     Funding Sources: Content Tutor - 199 SCE Accelerated Education							

Strategy 2 Details				Reviews			
Strategy 2: We will utilize the PM Rhyming assessment, PLC, and Heggerty to scaffold instruction and increase PA scores on Circle by the end of the 2025-2026 school year.				**Formative**			**Summative**
				Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: 2% increase in PA by the end of CIRCLE wave 3. **Staff Responsible for Monitoring:** Serna Early Childhood teachers							

    ◯ No Progress   ◯ Accomplished   ➡ Continue/Modify   ✖ Discontinue

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: The percentage of 3rd -5th Grade students performing at the Meets level as measured by STAAR Reading will increase from 28% to 33%.

    Evaluation Data Sources: STAAR Reading

Strategy 1 Details		Reviews			
Strategy 1: We are strategically identifying an essential vertically aligned TEK to address student mastery of inferencing using text evidence.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: Student data In TEKS: 3.6 F; 4.6F, and 5.6F will demonstrate growth/progress in IXL, intervention data points, and MOY and EOY MAP.
    Staff Responsible for Monitoring: Instructional Coaches, Classroom and Special Education Teachers, and Targeted Support Teacher.
 	
    TEA Priorities:
Build a foundation of reading and math
    Funding Sources: Content Tutor - 199 SCE Accelerated Education					

⬤ No Progress ⬤ Accomplished ➡️ Continue/Modify ❌ Discontinue					

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: The percentage of 3rd -5th Grade students performing at the Meets level as measured by STAAR Math will increase from 27% to 33%.

    Evaluation Data Sources: STAAR Math

Strategy 1 Details	Reviews			
Strategy 1: We are strategically identifying an essential vertically aligned TEK to address student mastery of place value concepts.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Student data In TEKS: 3.2 A, B; 4.2A, and 5.2A will demonstrate growth/ progress in IXL, intervention data points, and MOY and EOY MAP. **Staff Responsible for Monitoring:** Instructional Coaches, Classroom and Special Education Teachers, and Targeted Support Teacher. **TEA Priorities:** Build a foundation of reading and math **Funding Sources:** Content Tutor - 199 SCE Accelerated Education				
◯ No Progress ◯ Accomplished ➡ Continue/Modify ✖ Discontinue				

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 4: The percentage of 5th Grade students performing at the Meets level as measured by STAAR Science will increase from 15% to 20%.

    Evaluation Data Sources: BOY, MOY, EOY MAP Growth

Strategy 1 Details		Reviews			
Strategy 1: Intentional and collaborative planning to ensure targeted vocabulary instruction with expository texts.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Student data will demonstrate growth/progress in an increased understanding of science vocabulary measured by Unit quizzes.		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Instructional Leadership and Teachers					
Funding Sources: 199 SCE Accelerated Education - 199 SCE Accelerated Education					
○ No Progress ○ Accomplished ➡ Continue/Modify ✖ Discontinue					

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 5: The percentage of 3rd grade students who qualify for Special Education who showed RLA growth will increase from 26% to 55%

    Evaluation Data Sources: BOY, MOY, EOY MAP Growth

Strategy 1 Details			Reviews	
Strategy 1: Ensure IXL fidelity through bi weekly check-ins with staff and parents. Check-ins will be logged and monitored.		**Formative**		**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Fidelity with the IXL program, at least 3 times per week for 20 minutes, will lead to student growth in reading. **Staff Responsible for Monitoring:** Special Education case managers will log and monitor the use of IXL.				
⬤ 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: In the 2024-2025 school year, discipline incidents reflected across sub-groups of students will decrease by 10% from 212 to 191.

    Evaluation Data Sources: Power BI

Strategy 1 Details	Reviews			
Strategy 1: Implemented: Serna will implement the SEALS positive support behavior matrix (Self-Control, Expectations, Achievement, Language, Safety) to address hallway transitions and classroom behavior. Possible new strategy: Token Economy system within Seal of Approval, Sensational Seal, Star Chart - list of several ways to earn Stars (including a new visual or visible visual for progress).	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Explicit expectations for the classroom and school common areas will be taught and modeled for students; positive office referrals and Seals of Approval applications will be given to students demonstrating expected SEALS behavior, resulting in a decrease of classroom referrals from 153 (from 2023-2024) to 138 referrals. **Staff Responsible for Monitoring:** SEL/PBIS Committee				

Strategy 2 Details	Reviews			
Strategy 2: Implemented: Serna will provide professional learning in Conscious Discipline throughout the school year. Tier 2 Bootcamp	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: As a result of professional learning in Conscious Discipline practices, there will be an increased focus on building connections between staff members and students.				

    ◯ No Progress   ◯ Accomplished   ➡ Continue/Modify   ✖ Discontinue

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

Performance Objective 2: Serna will increase overall student attendance from 90.9 to 92.0.

    Evaluation Data Sources: Power BI

Strategy 1 Details	Reviews			
Strategy 1: Serna will track, display, and announce campus attendance frequently and consistently during the school year. Weekly Incentives, 9-week Big Incentive	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: Increase student opportunities and participation in goal setting and progress monitoring.
   Staff Responsible for Monitoring: Principal and Assistant Principal
 	
   TEA Priorities:
 Improve low-performing schools
   Funding Sources: Enrichment Activities for Attendance Incentives - 211 Title I, Part A				

⭘ No Progress   ⭕ Accomplished   ➡ Continue/Modify   ✖ Discontinue

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

Performance Objective 1: Serna will increase family engagement opportunities to strengthen the partnership between students, families, and school staff.

    Evaluation Data Sources: Family sign-in sheets, student and family participation in family engagement classes and/or programs.

Strategy 1 Details				Reviews			
Strategy 1: Serna will provide varied opportunities for families to attend school-wide events consistently throughout the school year before, during, and after-school including Family Academy, PTA Nights, Book Fair, Literacy Luncheons, and volunteer opportunities.				**Formative**			**Summative**
				Nov	**Jan**	**Mar**	**June**
New : Community Resources Classes, Workshop, Resource Fair during Parent/Family Conferences, Online/In-Person Family Training, Book Study							
Strategy's Expected Result/Impact: Increased engagement between families and schools; increased attendance, improved attendance.							
Staff Responsible for Monitoring: Family Specialist							
TEA Priorities: Improve low-performing schools							
	No Progress	Accomplished	Continue/Modify	Discontinue			

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

Performance Objective 1: Students will have opportunities to set and monitor academic goals with teacher support using MAP goal setting cards.

Strategy 1 Details		Reviews			
Strategy 1: Classroom teachers will meet with district Performance and Accountability (PandA) staff to analyze student data, set grade level goals, and support teachers in setting goals with their students.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will demonstrate increased understanding of their strengths and needs and be able to progress monitor their learning.		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Instructional Leadership Team, Classroom teachers, Performance and Accountability staff					

Strategy 2 Details		Reviews			
Strategy 2: Counselor Guidance Lessons with each classroom 2nd - 5th grade classrooms based on MOY MAP data.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**

No Progress   Accomplished   Continue/Modify   Discontinue

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

Performance Objective 1: Serna will identify individual students with persistent misbehavior codes monthly to address Tier 2 supports for those students.

    Evaluation Data Sources: Skyward Discipline Data

Strategy 1 Details		Reviews			
Strategy 1: Seal of Approval Here (with new criteria).		**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will be able to demonstrate appropriate behavior across school settings. Skyward discipline data will be used for progress monitoring; primarily to show a decrease in the number of individual referrals for students with persistent misbehavior. **Staff Responsible for Monitoring:** SEL Committee **TEA Priorities:** Improve low-performing schools		**Nov**	**Jan**	**Mar**	**June**
Strategy 2 Details		**Reviews**			
Strategy 2: SEL and (Multi-Tiered System of Support (MTSS) will coordinate efforts to identify students and/or behaviors to target with Tier 2 individual, classroom, or grade level interventions based on progress monitoring of Skyward discipline related to persistent misbehaviors. MTSS Systems that are new. ***		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Students receiving targeted Tier 2 interventions for persistent misbehavior will show a decrease in the number of incidents/referrals for persistent misbehavior. Classrooms and/or grade levels will show a decrease in the number of students receiving referrals for persistent misbehavior. **Staff Responsible for Monitoring:** SEL and MTSS Committees					

    ◯ No Progress   ◯ Accomplished   ➡ Continue/Modify   ✖ Discontinue

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

Performance Objective 1: 100% of all students with teacher facilitation will utilize a technology platform to create content to demonstrate learning in at least one content area.

Strategy 1 Details	Reviews			
Strategy 1: Increase use of digital resources through collaboration between classroom teachers and/or grade levels with the Instructional Technology Specialist **Strategy's Expected Result/Impact:** To increase the number of student-created products and opportunities for student-driven learning.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
No Progress ⊘ Accomplished ⊘ Continue/Modify → Discontinue ✕				

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

Performance Objective 1: Serna leadership will develop an implementation and growth plan that is based on the findings of a staff survey/needs assessment at MOY and EOY.

Evaluation Data Sources: Staff survey

Strategy 1 Details	Reviews			
Strategy 1: To gather staff input regarding instructional coaching, collaborative team planning as part of PLC, master schedule and other curriculum concerns to refine campus goals and plans.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Target needed areas for support as identified by campus staff.				
Staff Responsible for Monitoring: Principal				
TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 3: Positive School Culture				

Strategy 2 Details	Reviews			
Strategy 2: Faculty Advisory Committee	**Formative**			**Summative**
Strategy's Expected Result/Impact: To initiate staff voice and solutions-oriented problem-solving practices to address campus-wide areas of need and concern.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal, Faculty Advisory Committee				
TEA Priorities: Recruit, support, retain teachers and principals				

◯ No Progress   ◯ Accomplished   → Continue/Modify   ✕ Discontinue

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

Performance Objective 2: Serna will have a formal mentoring program for new teachers to ensure both teacher and student success is maximized.

    Evaluation Data Sources: Teacher retention data

Strategy 1 Details	Reviews			
Strategy 1: New teachers at Serna will be assigned mentor teachers to meet weekly, and as a group, new teachers will meet their mentors and administration monthly. **Strategy's Expected Result/Impact:** Ensure unique and specific needs of new teachers are heard and addressed to ensure success in the classroom, and satisfaction in the profession. **Staff Responsible for Monitoring:** Principal, Mentor teachers, Instructional Coaches **TEA Priorities:** Recruit, support, retain teachers and principals	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**

No Progress   Accomplished   → Continue/Modify   ✕ Discontinue

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

Performance Objective 1: 100% of all eligible students at Serna will participate in Fitness Gram.

    Evaluation Data Sources: Fitness Gram, growth data from Fitness Gram

Strategy 1 Details	Reviews			
Strategy 1: Including healthy lifestyles, wellness, and lifelong fitness activities for all students as part of the physical education curriculum, teaching basic movement skills to students in PreK-2nd Grades, teaching and reinforcing hygiene and safety protocols.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased participation in campus and community events such as PE Showcase, Elementary Track and Field, and Field Day. **Staff Responsible for Monitoring:** Family Specialist and PE Teacher				
⬤ No Progress ◯ Accomplished ➡ Continue/Modify ✖ Discontinue				

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

Performance Objective 2: 100% of Serna staff will have the opportunity to engage in health and wellness activities during the school year through counselor presentations and SEL/Foundation Committee activities.

Strategy 1 Details			Reviews		
Strategy 1: Creation of a Serna staff Zen Den for staff to utilize for mindfulness and self-regulating activities.			**Formative**		**Summative**
Strategy's Expected Result/Impact: Staff survey data and input for needed resources, activities, and supports. **Staff Responsible for Monitoring:** Counselor and Nurse **TEA Priorities:** Recruit, support, retain teachers and principals		**Nov**	**Jan**	**Mar**	**June**

⬤ No Progress   ⬤ Accomplished   ➡ Continue/Modify   ✖ Discontinue