

Frisco Independent School District

Pioneer Heritage Middle School

2025-2026 Focus Areas/Key Questions/Goals

Focus Area 1: Learning Organization

Key Question 4: Do our decisions reflect the coordination of the interrelated systems within our organization?

Initial Status: Major Change

Goal 1 Details	Reviews			
	Formative		Summative	
Nov	Feb	June	June	
<p>Goal 1: Strengthen teacher leadership capacity to ensure that each department is equipped to develop, monitor, and implement meaningful goals at the departmental level.</p> <p>Evidence of Success: Admin will provide learning to campus leaders on creating SMART goals. These goals will be developed and monitored for each department.</p> <p>Staff Responsible: Content Team Lead, Admin, IC</p> <p>Problem Statements: Learning Organization 1</p>				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Strategy 1: The building leadership team will receive a presentation on campus data and how to write a SMART goal in July of 2025.

Professional Learning: Building Leadership Team Meeting in July of 2025

Date(s) / Timeframe: July 28th, 2025

Staff Responsible: Admin

Evidence: BLT meeting agenda and presentation

TEA Priorities:

Recruit, support, retain teachers and principals

Strategy 2: Administrator will meet with core content team leads monthly to help with the creation of department goals using SMART goal development best practices.

Professional Learning: SMART goal best practices, goal meeting with admin

Date(s) / Timeframe: Before September 3rd

Collaborating Departments: Math, Science, Social Studies, ILA

Staff Responsible: administrators, content team lead

Focus Area 3: Guaranteed and Viable Curriculum

Key Question 2: Are all learners provided with rigorous and meaningful future-ready learning experiences?

Initial Status: Major Change

Goal 1 Details	Reviews			
	Formative		Summative	
Nov	Feb	June	June	
<p>Goal 1: Students will grow in their learning through the implementation of rigorous, meaningful and future-ready instruction.</p> <p>Evidence of Success: Teachers will successfully complete T-TESS goal on T-TESS domain 2 instruction. After receiving professional development, they will implement instructional goal to show evidence of instructional improvement in the classroom.</p> <p>Staff Responsible: Core Teachers, Instructional Coaches, Administrators</p>				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Strategy 1: All teacher professional goal will focus on implementation based upon their need.

Professional Learning: Meeting with IC on final week of August for professional learning on goal setting with emphasis on Teacher as Facilitator, Productive Struggle and Support, Inquiry and Ownership, Community and Collaboration

Date(s) / Timeframe: Last week of August

Collaborating Departments: Math, Science, Social Studies and ILA

Staff Responsible: All professional staff

Evidence: Link to presentation: https://docs.google.com/presentation/d/1cycG4squaGwQOF_HDEevmtjp2th2z4lQm5Bjyf6cx-U/edit?slide=id.g3741afab222_0_1#slide=id.g3741afab222_0_1

Strategy 2: Using data from teacher survey, develop professional development to support teacher goal implementation.

Professional Learning: Will be determined based on teacher response to original learning.