

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

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			
Goal 1: Students will grow in their learning through the implementation of rigorous, meaningful and future-ready instruction. 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. Staff Responsible: Core Teachers, Instructional Coaches, Administrators	Formative			Summative
	Nov	Feb	June	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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.