

Miller Grove ISD
2025-2026
BOARD/SUPERINTENDENT GOALS

GOAL I: LEADERSHIP (Performance Goals: 1—Instructional Management, 2—School or Organization Morale, 3—School or Organization Improvement, 8—Professional Growth and Development)

- The superintendent will actively recruit highly qualified teachers for all academic areas, with an emphasis on strategies to retain effective employees.
- The superintendent will meet with teachers and use an anonymous survey to establish themes and goals for retention.
- The superintendent will create a teacher mentor plan, including different handbooks and criteria for teachers new to education versus those new to Miller Grove ISD.
- The superintendent will attend Regional Advisory Committee meetings at Region 8 and monthly Hopkins County superintendent meetings. The superintendent will work with faculty and staff to participate in professional development to improve their craft.
- The superintendent will ensure that each teacher receives a minimum of three walk-throughs and one 45-minute formal observation with feedback from their campus administrator per school year.

GOAL II: STUDENTS (Performance Goals: 6—Student Management, 9—Academic Excellence Indicators and Campus Performance Objectives)

- The superintendent will increase "Meets/Masters" criteria on STAAR from 47% in 2025 to 52% in 2026. The percentage will increase in 5% increments annually.
- The superintendent will increase third-grade reading "Meets/Masters" from 49% in 2025 to 54% in 2026. The percentage will increase in 5% increments annually..
- The superintendent will increase third-grade math "Meets/Masters" from 42% in 2025 to 47% in 2026. The percentage will increase in 5% increments annually.
- The superintendent will ensure that 100% of eligible seniors will graduate under current state standards.
- The superintendent will continue to review math data and increase the implementation of a more rigorous math curriculum in grades K-9.
- The superintendent will ensure that tutorials are offered and scheduled for students who scored Did Not Meet on STAAR/EOC tests.
- The superintendent will lead professional development for administrators and teachers regarding data analysis and data-driven instruction.

GOAL III: OPERATIONS (Performance Goals: 5—Management of Administrative, Fiscal, and Facilities Function)

- The superintendent will implement procedures for budget expenditures to limit overspending and prevent spending without prior authorization.
- The superintendent will work to reduce the amount used from the fund balance annually and add to the fund balance.
- The superintendent will hold principal meetings bi-weekly to ensure an open line of communication and execution of the district's goals.
- The superintendent will continue to host three safety and security meetings annually to review and update the district's Emergency Operations Plan.

GOAL IV: COMMUNITY RELATIONS (Performance Goals: 4—Personnel Management, 7—School or Community Relations, 10—School Board Relations)

- The superintendent will foster a culture that engages the community and will proactively share "our story" with the community as a whole, communicating through the Miller Grove Parent Portal application, Facebook posts, and the district website. She will work to incorporate spirit-related activities, such as the school vision, mission, and song, into school-related activities.
- The superintendent will cultivate community engagement through strategic planning processes and other events and initiatives (site-based decision-making committee, safety and security committee, Title 1 meetings, ensuring teacher-parent conferences each semester, Fall Carnival, FFA stew and auction, etc.).
- The superintendent will ensure positive board relations through communication (emails/text), professional development (Team of 8 training, etc.) and individual meetings.