

Santa Fe Independent School District

Santa Fe Junior High

2021-2022 Goals/Performance Objectives/Strategies



Mission Statement

The staff of Santa Fe Junior High commits daily to assuring the academic, emotional, and social well-being of our students in order to foster growth and confidence in conquering new challenges. We will assist and encourage all students through praise and reassurance. We will model and promote the way to becoming active, vibrant, and optimistic members of our school community to ensure that the path our students choose will leave a lasting positive footprint.

Vision

Santa Fe Junior High is a collaborative learning community that focuses on creating a positive academic, social, and emotional learning environment so that any challenges we may face will never cause us to lose sight of our vision of a successful future.

Value Statement

- SANTA FE JUNIOR HIGH staff focuses on the social and emotional wellness of staff and students.**
- SANTA FE JUNIOR HIGH staff and students strive to make a positive difference in the world each day.**
- SANTA FE JUNIOR HIGH curriculum is relevant to real life and future success.**
- SANTA FE JUNIOR HIGH staff and students actively support and encourage each other.**
- SANTA FE JUNIOR HIGH teachers work collaboratively.**
- SANTA FE JUNIOR HIGH staff and students have a sense of belonging at our school.**

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Goals

Goal 1: Santa Fe Junior High staff utilizes funds in a fiscally responsible manner to optimize student educational experiences.

Performance Objective 1: SFJH will correctly utilize the budget guidelines created by Zero-Based Budgeting and all expenditures will be in support of campus goals which are based on the campus needs assessment.

Evaluation Data Sources: The budget will be reviewed quarterly.

Goal 2: Santa Fe Junior High staff provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Performance Objective 1: Santa Fe Junior High staff will provide effective modes of communication to disseminate information and obtain feedback both internally and externally as evidenced by artifacts including displayed mission/vision, displayed respect agreements, disciplinary correspondence, newsletters, call out log, Skyward email log, and district/campus website notifications.

HB3 Goal

Evaluation Data Sources: cited artifacts

| Strategy 1 Details | Reviews | | | |
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| <p>Strategy 1: Staff professional development to introduce the SFJH discipline plan will be held at the beginning of the year. Teachers will be given an opportunity to give input, ask clarifying questions, and familiarize themselves with the new procedures. Additionally, referral dos/don'ts will be reviewed.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will provide effective modes of communication to disseminate information and obtain feedback both internally and externally as evidenced by artifacts including displayed mission/vision, displayed respect agreements, disciplinary correspondence, newsletters, call out log, Skyward email log, and district/campus website notifications.</p> <p>Staff Responsible for Monitoring: principal, assistant principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
| | Dec | Feb | Apr | June |
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| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: Teachers will receive professional development at the beginning of the year to assure understanding and implementation of student expectations and to ensure consistency of presentation delivery to students.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will provide effective modes of communication to disseminate information and obtain feedback both internally and externally as evidenced by artifacts including displayed mission/vision, displayed respect agreements, disciplinary correspondence, newsletters, call out log, Skyward email log, and district/campus website notifications.</p> <p>Staff Responsible for Monitoring: assistant principals</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
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| <p>Strategy 3: A faculty newsletter will be disseminated each week which will include current events, school news, and celebrations.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will provide effective modes of communication to disseminate information and obtain feedback both internally and externally as evidenced by artifacts including displayed mission/vision, displayed respect agreements, disciplinary correspondence, newsletters, call out log, Skyward email log, and district/campus website notifications.</p> <p>Staff Responsible for Monitoring: principal, assistant principals</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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| Strategy 4 Details | Reviews | | | |
| <p>Strategy 4: Roles and responsibilities will be revamped at the beginning of the year to include specific areas of responsibility and will be distributed to staff.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will provide effective modes of communication to disseminate information and obtain feedback both internally and externally as evidenced by artifacts including displayed mission/vision, displayed respect agreements, disciplinary correspondence, newsletters, call out log, Skyward email log, and district/campus website notifications.</p> <p>Staff Responsible for Monitoring: principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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| Strategy 5 Details | Reviews | | | |
| <p>Strategy 5: A quarterly newsletter will be distributed to students and parents with pertinent information from departments and school organizations.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will provide effective modes of</p> | Formative | | | Summative |
| | Dec | Feb | Apr | June |

communication to disseminate information and obtain feedback both internally and externally as evidenced by artifacts including displayed mission/vision, displayed respect agreements, disciplinary correspondence, newsletters, call out log, Skyward email log, and district/campus website notifications.

Staff Responsible for Monitoring: principal, assistant principal, counselor, department heads

Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction



No Progress



Accomplished



Continue/Modify



Discontinue

Goal 3: Santa Fe Junior High staff ensures a positive culture of high expectations for all students, staff, families, and the community.

Performance Objective 1: Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.





HB3 Goal

Evaluation Data Sources: completed climate surveys

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| <p>Strategy 1: A student council will be formed at Santa Fe Junior High to include officer elections, "Tribal Buddies" program, school spirit committee, spirit weeks, and student outreach activities (bulletin boards, students of the month, school clean up, etc.).</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p>Staff Responsible for Monitoring: principal, student council sponsor</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: A campus-wide respect agreement will be placed in each classroom.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p>Staff Responsible for Monitoring: principal, assistant principals</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
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| <p>Strategy 3: Our administrative team and teacher leaders will collaborate to develop disciplinary protocols that clearly define campus expectations of students, teachers, and administrators. The plan will incorporate PBIS strategies that are formulated around the expectation of mutual respect for self and others.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p>Staff Responsible for Monitoring: principal, assistant principals</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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| Strategy 4 Details | Reviews | | | |
| <p>Strategy 4: In-school Suspension program will be implemented to include daily expectations, daily schedule, daily student check points, demerit system, and PBIS interventions.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p>Staff Responsible for Monitoring: assistant principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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| Strategy 5 Details | Reviews | | | |
| <p>Strategy 5: Indian Success Camp will be developed and incorporated into the first two weeks of school during each class period.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p>Staff Responsible for Monitoring: assistant principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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| Strategy 6 Details | Reviews | | | |
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| <p>Strategy 6: Students will be provided an opportunity to demonstrate mastery of the procedures included in Indian Success Camp.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p>Staff Responsible for Monitoring: teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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| Strategy 7 Details | Reviews | | | |
| <p>Strategy 7: Proactive positive behavior intervention supports will be incorporated into Indian Success Camp as students demonstrate mastery. This will include completing interactive quizzes and receiving daily "prizes" upon completion.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p>Staff Responsible for Monitoring: principal, assistant principals, teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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| Strategy 8 Details | Reviews | | | |
| <p>Strategy 8: Social and Emotional Learning professional development will be held for staff at the beginning of the year. The focus will be on "Character Strong" and include character building activities that all teachers can incorporate into their lessons weekly.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p>Staff Responsible for Monitoring: district PBIS/SEL training team</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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| Strategy 9 Details | Reviews | | | |
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| <p>Strategy 9: Campus displays will be displayed throughout the campus reflecting the revised mission, vision, and core values.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p>Staff Responsible for Monitoring: principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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| Strategy 10 Details | Reviews | | | |
| <p>Strategy 10: Our leadership team will meet weekly to detail how our learning design will be incorporated into our PLC weekly plan. The professional development will incorporate the change needed continue to improve our students' achievement, the change needed to improve culture, and the change needed to continually grow as a professional.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p>Staff Responsible for Monitoring: principal, instructional coaches</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div> | | | | |

Goal 4: Santa Fe Junior High staff impacts student achievement positively through high standards of professional learning.





Performance Objective 1: Create a professional learning system to improve practice through a collaborative culture of continuous improvement resulting in increased student achievement.

Evaluation Data Sources: Evaluation Data Sources

STAAR, Benchmark testing results, Survey Results, Walk-Through data, Coaching data, Observational data

| Strategy 1 Details | Reviews | | | |
|---|------------------|------------|------------|------------------|
| <p>Strategy 1: Our professional learning communities follow and document the Cycle of Continuous Improvement.</p> <p>Strategy's Expected Result/Impact: increased student achievement</p> <p>Staff Responsible for Monitoring: campus administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Funding Sources: - Title II</p> | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: Administrators use appropriate protocols to assess the impact of adult learning within professional learning communities (ex: TEKS Reteach Guides).</p> <p>Strategy's Expected Result/Impact: increased student achievement</p> <p>Staff Responsible for Monitoring: campus administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum</p> <p>Funding Sources: - Title II</p> | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| <p>Strategy 3: Teams will research and choose appropriate learning designs based on data in collaboration with campus administration and instructional coaches.</p> <p>Strategy's Expected Result/Impact: increased student achievement</p> <p>Staff Responsible for Monitoring: campus administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Funding Sources: - Title II</p> | Formative | | | Summative |
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| Strategy 4 Details | Reviews | | | |
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| <p>Strategy 4: Coaches collaborate with the administrative team and set personal goals for PLCs and individual coaching cycles that align with current goals. The goal is for coaches and administrators to work collaboratively to hold individuals and teams accountable to the continuous improvement cycle that results in increased student achievement.</p> <p>Strategy's Expected Result/Impact: increased student achievement</p> <p>Staff Responsible for Monitoring: campus administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math -</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: - Title II</p> | Formative | | | Summative |
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| Strategy 5 Details | Reviews | | | |
| <p>Strategy 5: Teachers take part in the campus goal setting process. Staff share a common understanding of the mission, vision, and values and can model them in the daily life of school.</p> <p>Strategy's Expected Result/Impact: increased student achievement</p> <p>Staff Responsible for Monitoring: campus administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college -</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Funding Sources: - Title II</p> | Formative | | | Summative |
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| Strategy 6 Details | Reviews | | | |
| <p>Strategy 6: Teachers have clear professional learning goals to improve their practice.</p> <p>Strategy's Expected Result/Impact: increased student achievement</p> <p>Staff Responsible for Monitoring: campus administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college -</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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| Strategy 7 Details | Reviews | | | |
| <p>Strategy 7: Leaders understand their role and expectations as department heads and team leaders.</p> <p>Strategy's Expected Result/Impact: increased student achievement</p> <p>Staff Responsible for Monitoring: campus administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math -</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: - Title II</p> | Formative | | | Summative |
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| Strategy 8 Details | Reviews | | | |
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| Strategy 8: Flex days will be incorporated into our YAG after each Post SBA and after our MOY exams to model thinking and to practice test taking strategies on frequently missed questions in preparation for the STAAR exam. Strategy's Expected Result/Impact: increased student achievement Staff Responsible for Monitoring: PLC administrator, instructional coaches, and teachers | Formative | | | Summative |
| | Dec | Feb | Apr | June |
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| <div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div> | | | | |

Goal 5: Santa Fe Junior High provides strategies for literacy development for all students.





Performance Objective 1: Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2021 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.

HB3 Goal

Evaluation Data Sources: Common assessment and STAAR results

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| <p>Strategy 1: The Santa Fe Junior High lesson plan template will be designed to be the collaborative and cumulative product at the end of each PLC weekly cycle. It will include daily and specific plans for higher level questioning and formative assessments based on data analysis of recent assessments.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2019 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.</p> <p>Staff Responsible for Monitoring: principal, instructional coaches</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: A Professional Learning Community Weekly Tracking Sheet will be developed and implemented that indicates where the grade level PLC in the Cycle of Continuous Improvement.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2020 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.</p> <p>Staff Responsible for Monitoring: principal, instructional coaches, department heads</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
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| <p>Strategy 3: The SFJH master schedule will be revamped to capture and reallocate FTEs to maximize instruction and focus on closing the transitional learning gaps in 6th grade ELA.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2020 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.</p> <p>Staff Responsible for Monitoring: instructional coaches</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
| | Dec | Feb | Apr | June |
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| Strategy 4 Details | Reviews | | | |
| <p>Strategy 4: Individual Student Goal Sheets will be developed and kept in the classroom of all STAAR tested areas. These goal sheets allow students in STAAR tested areas and their teacher to meet individually at several "checkpoints" during the year to monitor the student's progress toward their individual growth goal. It incorporates examining past data, parental involvement, and PBIS elements to foster a relationship of transparency and trust.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2020 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.</p> <p>Staff Responsible for Monitoring: principal, instructional coaches, teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
| | Dec | Feb | Apr | June |
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| Strategy 5 Details | Reviews | | | |
| <p>Strategy 5: Classroom data walls will be developed and displayed in all STAAR tested content areas. The data walls will display our STAAR campus goal for the content area and each class periods' most recent assessment data to track progress toward reaching the goal.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2020 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.</p> <p>Staff Responsible for Monitoring: principal, instructional coaches, teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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| Strategy 6 Details | Reviews | | | |
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| Strategy 6: Provide professional learning to math teachers using a Region 4 consultant. The primary topic will be math discourse in the classroom and will be demonstrated using lab site classrooms. Funding Sources: Region 4 training - Title II | Formative | | | Summative |
| | Dec | Feb | Apr | June |
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| Strategy 7 Details | Reviews | | | |
| Strategy 7: Provide professional development to ELA teachers using a Region 4 specialist. The topic is decoding for middle school students. ESF Levers: Lever 5: Effective Instruction Funding Sources: - Title II | Formative | | | Summative |
| | Dec | Feb | Apr | June |
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| Strategy 8 Details | Reviews | | | |
| Strategy 8: Provide professional learning to all math teachers to support a new Math curriculum (Carnegie Math.) Strategy's Expected Result/Impact: Increased student achievement in Math. TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: - Title II | Formative | | | Summative |
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| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div> | | | | |





Goal 6: Santa Fe Junior High staff develops collaborative partnerships with students, staff, families, and the the community.

Performance Objective 1: Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.

HB3 Goal

Evaluation Data Sources: completed climate surveys

| Strategy 1 Details | Reviews | | | |
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| <p>Strategy 1: Students of the month will be selected from each team based on their ability to demonstrate the "Character Strong" focus of the month. Students of month will be recognized by administration through parent phone calls and their pictures will be displayed for all to see.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.</p> <p>Staff Responsible for Monitoring: principal, counselor, student council sponsor</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
| | Dec | Feb | Apr | June |
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| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: Faculty will nominate a staff member of the week and staff members will select a staff member of the month based on the weekly winners.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.</p> <p>Staff Responsible for Monitoring: principal, assistant principal, counselor</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
|---|------------------|------------|------------|------------------|
| <p>Strategy 3: Awards assembly recognitions will be held at the end of each 9 week period. Parents will be invited to attend as students will be recognized for perfect attendance, A honor roll, and citizenship awards.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.</p> <p>Staff Responsible for Monitoring: counselors</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
| | Dec | Feb | Apr | June |
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| Strategy 4 Details | Reviews | | | |
| <p>Strategy 4: Meet the Teacher Night will be held at the beginning of the year. Teachers will conduct live presentations of their classroom policies, procedures, and expectations.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.</p> <p>Staff Responsible for Monitoring: principal, instructional coaches, teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
| | Dec | Feb | Apr | June |
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| Strategy 5 Details | Reviews | | | |
| <p>Strategy 5: 6th Grade Orientation face to face opportunity will be held at the beginning of the year. Incoming 6th grade students will meet teachers, administration, and tour the building before official first day.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.</p> <p>Staff Responsible for Monitoring: principal, assistant principal, teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative | | | Summative |
| | Dec | Feb | Apr | June |
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| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div> | | | | |

Goal 7: Santa Fe Junior High staff provides equitable access to technology for all students to increase engagement and learning.

Performance Objective 1: Every student will have access to a personal device and to the Learning Management System to access all coursework.

Goal 7: Santa Fe Junior High staff provides equitable access to technology for all students to increase engagement and learning.

Performance Objective 2: Work with Instructional Technology to implement the use of the SAMR (Substitution, Augmentation, Modification, Redefinition) Model framework to successfully integrate technology into the classroom.

Evaluation Data Sources: Walkthroughs