

**Santa Fe Independent School District**

**Santa Fe High School**

**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

We will inspire students to learn, grow, and build relationships, and achieve success.

## Vision

SFHS will have collective responsibility for all students, model and teach a growth mindset, teachers will use best practices ensuring student engagement so we can positively impact student achievement.

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# Goals

**Goal 1:** SFHS utilizes funds in a fiscally responsible manner to optimize student educational experiences.

**Performance Objective 1:** SFHS 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:** Budgeting documents

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ensure teachers, sponsors, and department chairs submit professional development requests when planning the budget and align all requests with campus goals.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers and staff will be trained in a progressive manner in order to see student achievement increase.</p> <p><b>Staff Responsible for Monitoring:</b> Department Chairs, HS Admin</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Create a zero-based budget by having teachers, sponsors, and department chairs prioritize needs based on data as well as campus goals.</p> <p><b>Strategy's Expected Result/Impact:</b> Course goals will be funded properly in order to increase student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal &amp; Bookkeeper</p>	Formative			Summative
	Dec	Feb	Apr	June
<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 2:** SFHS provides effective modes of communication to disseminate information and obtain feedback both internally and externally.





**Performance Objective 1:** Policies & Procedures will be created to improve communication and attendance for teachers, counselors, and administration.

**Evaluation Data Sources:** Surveys; parent communication logs

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Leadership team will create a parent communication plan that will incorporate high level of positive communication.</p> <p><b>Strategy's Expected Result/Impact:</b> Create a continued supportive communication system that is sustainable long-term.</p> <p><b>Staff Responsible for Monitoring:</b> Leadership Team; HS Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Para and secretarial staff will also have communication expectations to call and check in with at-risk students at different times in the year.</p> <p><b>Strategy's Expected Result/Impact:</b> Create a positive communication system with multiple checks</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Admin and Counselors will create a communication plan that includes positive communication to parents and students</p> <p><b>Strategy's Expected Result/Impact:</b> Create a positive communication system with multiple checks</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> The HS will purchase a Remind 101 account to better communicate with all stakeholders. This will allow teachers, parents, and students to receive and send text messages.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<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 3:** SFHS ensures a positive culture of high expectations for all students, staff, families, and the community.

**Performance Objective 1:** Raise the student expectation on STAAR to MEETS instead of approaches grade level, by verbally explaining to students constantly that we only see MEETS as a passing standard for most students.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Create Advisory Lessons that teach students not to settle for the minimum and learn productive mindsets. <b>Strategy's Expected Result/Impact:</b> Students will know what a grit and the attributes of a growth mindset. <b>Staff Responsible for Monitoring:</b> HS Counselors	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Have teachers create progress charts that only have MEETS level scoring. <b>Strategy's Expected Result/Impact:</b> Students will see their progress towards the Meets category and know what it will take to obtain it. <b>Staff Responsible for Monitoring:</b> HS Admin; Instructional Coaches; Department chairs	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<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 3:** SFHS ensures a positive culture of high expectations for all students, staff, families, and the community.

**Performance Objective 2:** Ensure feedback is given to teachers directly and frequently to improve practices and support teachers.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Admin will walk through each classroom of their appraisal list every day and track success.  <b>Strategy's Expected Result/Impact:</b> Teachers will know that an administrator will be close at hand for support and to give feedback. Teachers will know that feedback given is consistent with what is seen on a normal basis.  <b>Staff Responsible for Monitoring:</b> Hs Admin Team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Principal and Associate will additionally walk through all EOC classrooms and TINA teachers.  <b>Strategy's Expected Result/Impact:</b> Improved feedback to teachers &amp; ensure consistent support for struggling teachers.  <b>Staff Responsible for Monitoring:</b> Hs Admin Team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Each HS Admin will create 5 positive notes for teachers and make 5 positive phone calls to parents each week.  <b>Strategy's Expected Result/Impact:</b> Teacher will continue to increase the frequency of positive praise in a classroom  <b>Staff Responsible for Monitoring:</b> HS Admin Team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Admin will review written T-TESS walkthroughs with each other in order to be consistent with ratings and review specific feedback given to teachers for support/improvement.  <b>Strategy's Expected Result/Impact:</b> Teachers will perform better in the classroom and students will increase achievement.  <b>Staff Responsible for Monitoring:</b> Hs Admin Team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** SFHS ensures a positive culture of high expectations for all students, staff, families, and the community.

**Performance Objective 3:** Continue to refine data processes to ensure that data is focused on improving classroom practice.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Use the same data system created and refined in previous years. However, calendar when assessments will be given and when data will be produced and disaggregated.</p> <p><b>Strategy's Expected Result/Impact:</b> Data and the review process will be more timely and effective.</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin Team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Use the growth system data in Algebra I and Eng II to advance students individually.</p> <p><b>Strategy's Expected Result/Impact:</b> HS Admin Team</p> <p><b>Staff Responsible for Monitoring:</b> Teachers will know exactly where their students fall and be able to adjust learning for increased success.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> All EOC &amp; AP classes will have students track their own data and show master learning objectives/standards.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will know exactly what objectives and standards they need to learn.</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin Team; Instructional Coaches; Department Chairs</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				



**Goal 3:** SFHS ensures a positive culture of high expectations for all students, staff, families, and the community.

**Performance Objective 4:** Create a communication system between teachers and administration for office referrals.

**Evaluation Data Sources:** Data Tracking system

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct a survey on discipline communication. Then, work to create systems that ensure timely information is shared.</p> <p><b>Strategy's Expected Result/Impact:</b> Using a survey will allow a system to be built that will be effective for all stakeholders.</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin Team;PBIS Team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Complete a survey 3 more times in the year to track progress.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will better know our discipline systems and feel better support.</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin Team;PBIS Team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Goal 4:** SFHS 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:** STAAR, Benchmark testing results, Survey Results, Walk-Through data, Coaching data, Observational data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> PLCs follow the Standards for Professional Learning and the Cycle of Continuous Improvement.  <b>Strategy's Expected Result/Impact:</b> increased student achievement  <b>Staff Responsible for Monitoring:</b> campus administrators  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> 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  <b>Funding Sources:</b> - Title II</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Administrators review and choose an IC Map to assess the impact of adult learning within professional learning communities. All PLC teams understand the purpose and the use of an IC Map to assess the impact of adult learning within PLCs.  <b>Strategy's Expected Result/Impact:</b> increased student achievement  <b>Staff Responsible for Monitoring:</b> campus administrators  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> 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  <b>Funding Sources:</b> - Title II</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Collect all learning designs being used and analyze them for purpose . Teams will systematically choose the appropriate learning design based on data.  <b>Strategy's Expected Result/Impact:</b> increased student achievement  <b>Staff Responsible for Monitoring:</b> campus administrators  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> 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  <b>Funding Sources:</b> - Title II</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>





Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> 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 purposely and systematically use coaching as a way to hold individuals and teams accountable to the continuous improvement cycle that results in increased student achievement.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> campus administrators</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math -</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Title II</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Teachers take part in the campus goal setting process and new teachers create their own connection to the mission and the vision. Staff share a common understanding of the mission, vision, and values and can model them in the daily life of school.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> campus administrators</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college -</p> <p><b>ESF Levers:</b> 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><b>Funding Sources:</b> - Title II</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Teachers have clear professional learning goals to improve their practice.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> campus administrators</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college -</p> <p><b>ESF Levers:</b> 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><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>

Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Leaders understand their role and expectations as team leaders. They also know how to utilize the leadership tool kit in order to guide teams through the cycle of continuous improvement.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> campus administrators</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math -</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Title II</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** SFHS provides strategies for literacy development for all students.

**Performance Objective 1:** Create and improve learning systems focused on ESL, SPED, and Eco Dis in literacy.





**Evaluation Data Sources:** Copies on Learning Designs; Teacher Lesson Plans; assessment data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Refine the SPED learning system from 2020-2021 school year by reviewing what worked to help students improve. <b>Strategy's Expected Result/Impact:</b> Student success in assessments <b>Staff Responsible for Monitoring:</b> Instructional Coaches; HS Admin Team	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teach this learning system in late start and practice it during planning time. <b>Strategy's Expected Result/Impact:</b> Increase achievement in Sub Pops <b>Staff Responsible for Monitoring:</b> Instructional Coaches; HS Admin Team	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide teachers and instructional Paras with professional learning activities aimed at ensuring the educational success of students receiving special services, ESL, and At-Risk students. <b>Strategy's Expected Result/Impact:</b> Students in the named categories will improve in tested areas. <b>Staff Responsible for Monitoring:</b> HS Admin; Instructional Coaches	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
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**Goal 5:** SFHS provides strategies for literacy development for all students.

**Performance Objective 2:** Ensure that CTE students meet both EOC targets for growth and all sub-populations in CTE courses meet CCMR targets. (Increases of 5% on Algebra EOC & 10% in English I & II EOC by all tested CTE students & special education CTE students. 100% of all Seniors enrolled in CTE courses will receive a CCMR point. Within the senior class, 75% ESL, 61% Special Education, 70% Economically disadvantaged, and 70% Hispanic will earn a CCMR point).





**Evaluation Data Sources:** CCMR Data Tracker, SBAs, UBAs, Interim, MOY, & STAAR EOC Scores

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> SFHS Administrators and Counselors, will meet regularly to review the CCMR Tracker and determine which students still need a point. Plans will be created for these students to receive a CCMR point.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of all seniors will receive a CCMR point prior to graduation. Prior to their senior year, more than 50% of all juniors will have earned a CCMR point.</p> <p><b>Staff Responsible for Monitoring:</b> SFHS Administrators, SFHS Counselors</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> CTE teachers will participate and apply professional learning in the areas of special education strategies, TEKS alignment with core content areas, instructional best practices training, and writing in all content areas. Furthermore, CTE teachers will collaborate with English and Algebra teachers to learn where their TEKS overlap. This will allow them to incorporate Reading, Writing, and Algebra within their course where appropriate. Finally, CTE teachers will spend time encouraging students who are in tested courses to do their best and reminding them of the importance of the assessments for their graduation and future success.</p> <p><b>Strategy's Expected Result/Impact:</b> With appropriate application of these professional learning experiences, CTE students and special education students enrolled in CTE courses should see increases of 5% in Algebra 1 EOC scores, 10% in English I &amp; II EOC scores.</p> <p><b>Staff Responsible for Monitoring:</b> SFHS Admin Team, SFHS Counselors</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
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**Goal 5:** SFHS provides strategies for literacy development for all students.

**Performance Objective 3:** SFHS will have a 10% increase in students earning a 3 or higher Students taking AP Exams.





**Evaluation Data Sources:** UBAs, AP Exams

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> AP teachers will incorporate essays/writing in all Pre-AP and AP contents multiple times per week as well as improve their practice in active monitoring of student progress.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will do much better on the writing portions of the AP exams, thus increasing their scores to a level 3 or higher.</p> <p><b>Staff Responsible for Monitoring:</b> SFHS Administrators</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> All AP Teachers will complete a clear Year at a Glance &amp; Weeks at a Glance for their courses with appropriate levels of rigor. These WAGs will guide them to ensuring they cover all content at the appropriate rigor level to prepare students for the AP Exams.</p> <p><b>Strategy's Expected Result/Impact:</b> AP curriculum, scope, and sequence will be well aligned to the rigor of the AP exams, thus increasing their scores to a level 3 or higher.</p> <p><b>Staff Responsible for Monitoring:</b> SFHS Admin Team</p>	Formative			Summative
	Dec	Feb	Apr	June
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** SFHS provides strategies for literacy development for all students.

**Performance Objective 4:** SFHS will increase ELA EOC scores by 15 percentage points in Approaches Grade Level, 15 percentage points in Meets Grade Level, and 10 percentage points in Masters Grade Level by the end of the 2022 school year

**Evaluation Data Sources:** UBAs, SBAs, Interim data





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will ensure power standards are taught well by aligning curriculum based planning documents in PLC's.</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson Plans will show alignment and scores will increase.</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin, Instructional Coaches; ELA Department chairs.</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Principals will monitor performance data for UBA's, Interim Data, and SBA's and conduct coaching cycles and learning designs to improve needed instructional areas.</p> <p><b>Strategy's Expected Result/Impact:</b> Classroom walk-throughs will improve and student data will increase.</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin, Instructional Coaches; ELA Department chairs.</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				



**Goal 5:** SFHS provides strategies for literacy development for all students.

**Performance Objective 5:** SFHS will increase Math EOC scores by 15 percentage points in AGL, 15 percentage points in MGL, and 10 percentage points in Masters Grade Level by the end of the 2022 school year.





**Evaluation Data Sources:** UBAs, SBAs, Interim data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will ensure power standards are taught well by aligning curriculum based planning documents in PLC's.</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson Plans will show alignment and scores will increase</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin, Instructional Coaches; Math Department Chairs</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Principals will monitor performance data for UBA's, Interim Data, and SBA's and conduct coaching cycles and learning designs to improve needed instructional areas.</p> <p><b>Strategy's Expected Result/Impact:</b> Classroom walk-throughs will improve and student data will increase.</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin, Instructional Coaches; Math Department Chairs</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** SFHS provides strategies for literacy development for all students.

**Performance Objective 6:** SFHS will increase Science EOC scores by 20 percentage points in Approaches Grade Level , 15 percentage points in Meets Grade Level, and 10 percentage points in Masters Grade Level by the end of the 2022 school year.





**Evaluation Data Sources:** UBAs, SBAs, Interim data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will ensure power standards are taught well by aligning curriculum based planning documents in PLC's. <b>Strategy's Expected Result/Impact:</b> Lesson Plans will show alignment and scores will increase <b>Staff Responsible for Monitoring:</b> HS Admin, Instructional Coaches; Science Department Chairs	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Principals will monitor performance data for UBA's, Interim Data, and SBA's and conduct coaching cycles and learning designs to improve needed instructional areas. <b>Strategy's Expected Result/Impact:</b> Classroom walk-throughs will improve and student data will increase. <b>Staff Responsible for Monitoring:</b> HS Admin, Instructional Coaches; Science Department Chairs	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** SFHS provides strategies for literacy development for all students.

**Performance Objective 7:** SFHS will increase Social Studies EOC scores by 7 percentage points in Approaches Grade Level , 5 percentage points in Meets Grade Level, and 5 percentage points in Masters Grade Level by the end of the 2022 school year.





**Evaluation Data Sources:** UBAs, SBAs, Interim data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will ensure power standards are taught well by aligning curriculum based planning documents in PLC's. <b>Strategy's Expected Result/Impact:</b> Lesson Plans will show alignment and scores will increase <b>Staff Responsible for Monitoring:</b> HS Admin, Instructional Coaches; History Department Chairs	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Principals will monitor performance data for UBA's, Interim Data, and SBA's and conduct coaching cycles and learning designs to improve needed instructional areas. <b>Strategy's Expected Result/Impact:</b> Classroom walk-throughs will improve and student data will increase. <b>Staff Responsible for Monitoring:</b> HS Admin, Instructional Coaches; History Department Chairs	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** SFHS provides strategies for literacy development for all students.





**Performance Objective 8:** SFHS will increase AP passing rate by 15% points by the end of the 2022 school year.

**Evaluation Data Sources:** Progress monitoring from College Board and UBA's

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Principals will conduct coaching conversations over test data and the mid-year AP practice test data to ensure more students are prepared for the test.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in students passing the AP exam with a 3 or higher.</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin;Coaches</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Principals will monitor AP syllabi regularly to ensure teachers teach content necessary to pass the AP exam.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in students passing the AP exam with a 3 or higher.</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin;Coaches</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Goal 6:** SFISD develops collaborative partnerships with students, staff, families, and the community.

**Performance Objective 1:** Participate, collect, and communicate surveys with staff and include them in the process of change and improvement.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Survey Data will be returned to teachers within 2 weeks of the survey given on campus. Teachers will have time to review the data and then discussion groups will form to address issues.	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				





**Goal 6:** SFISD develops collaborative partnerships with students, staff, families, and the community.

**Performance Objective 2:** Regularly show discipline reports to staff, explain the laws regarding the Student Code of Conduct, and include staff in the decision making process.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> During monthly faculty meetings, admin will review current discipline data, how to best handle certain issues, and ways to prevent discipline.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher classroom management will improve and common discipline referrals will be reduced.</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin; PBIS Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> During monthly faculty meetings, admin will share Student Code of Conduct problems and concerns that can be misunderstood.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher surveys will improve in the areas of discipline consistency.</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin; PBIS Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Surveys will be conducted for questions and concerns. This will be shared with staff and the PBIS team will work to create protocols for improvement.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher surveys will improve in the areas of discipline consistency.</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin; PBIS Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> The HS PBIS team will collect data and help analyze areas of concern.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher surveys will improve in the areas of discipline consistency.</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin; PBIS Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> The HS SEL Team will create a specific plan to support teachers and students.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers/students will understand the purpose of SEL and the support systems</p> <p><b>Staff Responsible for Monitoring:</b> HS Admin; Lead Counselor; HS SEL Team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 6:** SFISD develops collaborative partnerships with students, staff, families, and the community.





**Performance Objective 3:** Incorporate a survey specifically per teacher over learning styles, rigor, engagement, and perception of high expectations.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Instructional Coaches and Leadership team will develop a survey that teachers can give their students. <b>Strategy's Expected Result/Impact:</b> Teachers will understand student learning better and be able to set high expectations. <b>Staff Responsible for Monitoring:</b> Instructional Coaches; Department Chair; Principal	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Feedback from surveys will be reviewed and discussed with Instructional Coaches and department chairs. (not Admin) <b>Strategy's Expected Result/Impact:</b> Teachers will understand student learning better and be able to set high expectations. <b>Staff Responsible for Monitoring:</b> Instructional Coaches; Department Chair; Principal	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 6:** SFISD develops collaborative partnerships with students, staff, families, and the community.

**Performance Objective 4:** Continue to develop and maintain traditions that students can connect to and have Pride in their school.





**Evaluation Data Sources:** Student participation; student surveys

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Club sponsors will encourage students to create and plan traditions and social gatherings to keep students involved. <b>Strategy's Expected Result/Impact:</b> Student participation <b>Staff Responsible for Monitoring:</b> HS Admin Team	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The HS Arrowhead Newsletter will be sent out every Friday with pictures of the events of the previous week, upcoming events, and current information for parents. This newsletter will cut down on the amount of emails for parents. The Arrowhead can be translated into any language.	Formative			Summative
	Dec	Feb	Apr	June
<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 6:** SFISD develops collaborative partnerships with students, staff, families, and the community.

**Performance Objective 5:** SFHS will create a systems of support for all at-risk students.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The HS schedule will be changed to incorporate "Makeup Mondays." This time will be give to students for embedded tutorial time.	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Late Start Wednesdays will be devoted to student needs the first 45 minutes. Counselors, CIS, and administration will discuss student issues teachers are having. Teachers will meet in grade level meetings so they can discuss the same students and form support plans.	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Impact meetings that include Counselors, CIS, Admin, and Wellness Counselors will take place bi-monthly to make sure we are addressing student needs.	Formative			Summative
	Dec	Feb	Apr	June
<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:** SFHS 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:** SFHS 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:** Classroom walkthroughs