

Santa Fe Independent School District
Santa Fe Junior High
2023-2024 Campus Improvement Plan

Accountability Rating: Not Rated



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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Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

On May 16, 2023, the Campus Improvement Committee, made of representatives from all stakeholder positions, met at SFJH. They reviewed the following:

- Discipline Data
- Culture Data
- Attendance Data
- 22-23 culture goals

The committee discussed revisions for the 23-24 school year based on last year's data.

The second needs assessment took place on Sept. 6, 2023 at 3:15 pm at SFJH. STAAR data was reviewed. CIP goals were finalized after identifying strengths and weaknesses. The committee decided on priority problem statements and wrote goals aligned to these needs using a root cause analysis.

Demographics

Demographics Summary

Enrollment

SFJH serves grades 6-8. In 2022-2023, SFJH had a student population of 1,009 students.

Economic Disadvantaged

SFJH has a 52% Economic Disadvantaged enrollment in 2022-2023.

Ethnicity

SFJH is comprised of approximately 70% White students, 26% Hispanic students, 2.5% African American students, and 1.5% 2 or more races.

Student Groups

SFJH had 68 ESL students, 139 Special Education Students, and 464 at-risk students in 2022-2023.

Student Achievement

Student Achievement Summary

SFJH went up in 2023 as compared to 2022 in 6th and 8th Reading, 6th and 7th Math, and 8th Science and Social Studies. With the exception of one parental "opt-out", SFJH Algebra students continued to enjoy a 99% success rate on the state assessment. 6th grade Reading is above the state average and 7th Math and 8th Social Studies is at the state average. Of the 9 state assessments taken at SFJH in 2023, 7 of the 9 assessments were above, at, or within 1% point of the state average. One of the two remaining assessments was within 3% points of the state average. 8th grade Math was not near the state average because of the significant amount of 8th grade students successfully completing the Algebra 1 EOC exam.

	2022			2023		
	AGL	Meets	Masters	AGL	Meets	Masters
6th RLA	73	41	22	82	52	19
7th RLA	79	51	33	76	50	24
8th RLA	83	54	33	81	55	20
6th Math	65	26	7	73	30	6
7th Math	55	25	7	61	36	8
8th Math	63	21	1	59	25	4
8th Algebra	99	72	41	98	84	48
8th Science	61	33	15	69	38	9
8th Social Studies	57	27	15	60	30	13

School Culture and Climate

School Culture and Climate Summary

Core Values

- **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.**

Professional Learning

SFJH has fully implemented Professional Learning Communities at each grade level.

- Teachers focus on professional learning and peer collaboration for the purpose of professional growth that directly impacts increased student achievement.
- All campuses utilize time built into the day to address both staff and student needs and for professional growth and peer collaboration.
- Learning designs are utilized within the PLC for teacher professional growth.

Curriculum

- Focus on Strengthening of Literacy in ALL ELA Classrooms
 - Mini Lesson Refinement in Lucy Calkins
- Implementation of new Math curriculum - closing gaps in 6-8 grade Math by refining implementation of new curriculum through PLCs.
 - Carnegie Math

Instructional Coaching

Our campus has a Math/Reading and Science/Social Studies Instructional Coach. The coaching model was implemented in 2018-2019. There are two Instructional Coaching Coordinators and all coaches have received extensive coaching training. Whole group and individual coaching cycles for core academic areas occur on each campus.

School Climate

SFJH has implemented the following.

- Parent, staff, and student surveys were sent out two times during the year. Responses were analyzed and needs identified.
- Character Strong SEL curriculum was being implemented in 2021-2022.
- Threat assessment teams implement the district's threat assessment policy and procedures.
- Counselors provide grade-appropriate information to students regarding topics such as anti-bullying, healthy relationships, suicide prevention, and the prevention of drug and alcohol abuse.
- Counselors and campus administrators are interacting throughout the day in both high traffic areas and individual student conferences in their effort of ensuring the safety of all SFISD students.
- Advisory groups at each campus provide feedback to campus administrators.
- Each campus has an instructional leadership team as well as a site-based decision making committee to make decisions, lead change, and set and monitor goals.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

SFISD experiences a high retention rate for teachers. Many of the teachers are also graduates of SFISD and have remained in the area and currently serve their community as educators. In order to better meet the challenges of educators new to the profession and to increase new teacher retention rates, SFISD has a New Teacher Mentoring Program and employs a full-time professional who monitors and assists new teachers as needed. Staff new to the district are assigned a buddy for support and guidance. In addition, SFJH offers high quality job embedded professional learning opportunities within collaborative setting, teacher leadership opportunities, and a campus culture that helps to retain teachers and improve instruction.

Instructional coaches are available to support and help grow staff and provide expert assistance and guidance in PLCs. All teachers have a voice and SFJH administration works hard to build a strong close-knit team.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

SFISD curriculum and instruction documents are created from state adopted TEKS strands. By TEA and other accountability measures, the standards are vertically and horizontally analyzed, organized, and scaffolded to meet the grade level expectations for successful student achievement.

Curriculum documents are organized in the following forms within our district: Year At a Glance (YAG)-provides a four-square overview of what TEKS/standards are covered within each nine-weeks, Week At A Glance (WAG) – provides a clear unit parameters, assessments schedule, and Power Standards for each nine-weeks, Backwards Planning Guides (BPG)-provide a framework and protocol for teachers to backwards design instruction with multiple pathways, Instructional Planning Guides (IPG) –provide a framework for instruction that happens each day.

District assessments of tested state standards are aligned to the TEKS/standards and a framework is used to assist in this alignment. Vehicles for learning are provided throughout our district's various platforms. Learning can be accessed and facilitated in the following ways: physical-classroom environment; or electronically/virtually CANVAS (Learning Management System) or Microsoft Office 365. Classrooms tend to use a hybrid approach for facilitating learning to meet the needs of our learners.

Professional Learning Communities (PLCs) are organized on each campus. The relevance of these communities is to maximize the capacity of adult learning. Learning is ongoing, systemic, and based upon the cycle of continuous improvement.

During the 2023-2024 school year, the District will continue the implementation of Readers and Writers Workshop. Students learn within the framework of structured literacy and grow as a readers, writers, speakers, and listeners. The workshop model allows students to be at the center of their literacy adventure with an exposure to areas of high interest for individual learners and to be instructed with an explicit and systematic approach. Reading Language Arts curriculum and instruction documents are created from best practices provided by a multitude of resources such as Ohio State University, Teacher's College at Columbia University, and Patterns of Power.

Other core content areas, Math, Science and Social Studies, will continue to focus upon creating literate learners. Resource subject experts visited Santa Fe ISD multiple times this year to assist in our curriculum management to refine and design relevant pathways across grade levels to create clearer avenues for student success. Math curriculum was adopted in 2022-2023 called Carnegie Learning. Discovery Science will be used as a resource in science for grades 6-12 with an emphasis on inquiry learning using a 5 E model and a focus on STEM investigations. Document Based Questioning (DBQ) Project Online will be used a resource for social studies. DBQ uses primary and secondary sources to support discourse and written expression on a variety of social studies topics.

Spanish classes will access an online resource to for reading, writing, speaking, and listening. CTE courses will continue using resources aligned with their content. Many of the CTE courses will use the iCEV platform, while CodeHS will be used in Computer Science.

The Instructional Coaching Model continues for the 2023-2024 school year. Teachers have access to and support from subject specific instructional coaches to assist teachers in reaching their instructional goals resulting in higher student achievement.

Various learning cohorts and academies were formed within the district to strengthen and reinforce our leaning systems for academic success.

Parent and Community Engagement

Parent and Community Engagement Summary

SFISD supports family engagement through counselors and campus family engagement committees to promote activities that encourage lifelong learning and student success. Activities included:

- Transition parent tours and additional scheduling counseling
- Increased formats of communication between parents and teachers
- Campus Parent Involvement Committees
- Campus survey data utilized to continually improve
- Increased written communication to parents
- Parent Advisory groups
- Parent conference and open house activities to encourage collaboration between parents, teachers, and students
- Career activities including the Career Fair and CTE Advisory Boards.

School Context and Organization

School Context and Organization Summary

Santa Fe Junior High

- Principal, Florence Adkins
- Assistant Principal, Gina Seyl
- Assistant Principal, Elizabeth Davis
- Assistant Principal, Kristen Lawrence
- Counselor, Katie Casey
- Counselor, Monica McCollum

Identified strengths of the SFISD school context and organization are as follows:

- Administrative/counseling organization by campus
- Participation in 3 CTE programs of study
- Instructional Support and Special Education support staff
- Targeted Response to Intervention Process (RTI)
- PBIS
- All campuses provide Professional Learning Community (PLC) meeting, learning, and planning time for teachers.
- Teaming

Goals





Goal 1: Ensure an exceptional learning experience for all students in a safe and positive learning environment.

Performance Objective 1: Santa Fe Junior High staff will ensure an exceptional learning experience for all students in a safe and positive learning environment.

High Priority

Evaluation Data Sources: cultural surveys and EOY data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: SFJH administration will develop and implement an 8-point RISE Above Program to combat bullying and encourage kindness.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will ensure an exceptional learning experience for all students in a safe and positive learning environment.</p> <p>Staff Responsible for Monitoring: principal, assistant principal, teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: SFJH administrative team will conduct a beginning of the year staff development to review our campus discipline plan with staff. 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 ensure an exceptional learning experience for all students in a safe and positive learning environment.</p> <p>Staff Responsible for Monitoring: principal, assistant principals</p> <p>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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: A tracking system, eCampusUSA, will be utilized to track students' out of class time.</p> <p>Strategy's Expected Result/Impact: Santa Fe Junior High staff will ensure an exceptional learning experience for all students in a safe and positive learning environment.</p> <p>Staff Responsible for Monitoring: principal, assistant principals, teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
<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: Promote academic achievement and success through student engagement, innovation, rigorous and relevant learning.

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 2023 STAAR results in all passing standards (approaches, meets, and masters) by grade level cohort, where applicable.

High Priority





HB3 Goal

Evaluation Data Sources: Common assessment and STAAR results

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The Santa Fe Junior High instructional planning guides (IPGs) will be designed to replace previous lesson plan templates. The IPGs will include daily and specific plans for higher level questioning and formative assessments based on the 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 2023 STAAR results in all passing standards (approaches, meets, and masters) by grade level cohort, where applicable.</p> <p>Staff Responsible for Monitoring: principal, instructional coaches</p> <p>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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Our Professional Learning Communities for core areas will be scheduled for a 30 minute period each week during the school day. The design will include maximizing professional learning for the whole department while allotting time after school each week for grade level content area meetings.</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 2023 STAAR results in all passing standards (approaches, meets, and masters) by grade level cohort, where applicable.</p> <p>Staff Responsible for Monitoring: principal, instructional coaches, department heads</p> <p>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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Individual Student Goal Sheets will be developed and kept in the classrooms 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. The goal sheets incorporate 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 2023 STAAR results in all passing standards (approaches, meets, and masters) by grade level cohort, where applicable.</p> <p>Staff Responsible for Monitoring: principal, instructional coaches, teachers</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: 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 2023 STAAR results in all passing standards (approaches, meets, and masters) by grade level cohort, where applicable.</p> <p>Staff Responsible for Monitoring: principal, instructional coaches, teachers</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: We will incorporate the new STAAR formatted questions at least one time weekly into each STAAR tested content area to provide students with the practice needed to apply learned concepts in the way they will be assessed.</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 2023 STAAR results in all passing standards (approaches, meets, and masters) by grade level cohort, where applicable.</p> <p>Staff Responsible for Monitoring: principal, assistant principals, instructional coaches, district coordinators</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: - Title II</p>	Formative		
	Nov	Feb	May

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Campus administration and instructional coaches will collaborate weekly to choose appropriate professional learning for the PLCs based on teacher input, data, and 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 2023 STAAR results in all passing standards (approaches, meets, and masters) by grade level cohort, where applicable.</p> <p>Staff Responsible for Monitoring: SFJH administrative team</p> <p>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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Front loading planning days will be incorporated into our district calendar at the beginning of each 9 week period to analyze data and update instructional planning guides.</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 2023 STAAR results in all passing standards (approaches, meets, and masters) by grade level cohort, where applicable.</p> <p>Staff Responsible for Monitoring: SFJH administrative team, instructional coaches, teachers</p> <p>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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May

Strategy 8 Details	Formative Reviews		
<p>Strategy 8: All staff will attend a Stetson training on The Differentiated Classroom with a focus on instructional strategies and discipline management techniques to meet the needs of all students.</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 2023 STAAR results in all passing standards (approaches, meets, and masters) by grade level cohort, where applicable.</p> <p>Staff Responsible for Monitoring: principal, director of special education</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
Strategy 9 Details	Formative Reviews		
<p>Strategy 9: Lowman consulting will provide SFJH social studies teachers with a 1/2 day workshop that will incorporate research-based classroom strategies and areas of focus for the state assessment, including questions that correspond to the new format. This will include a detailed curriculum and classroom lesson structure that will be put in place for 6th-8th social studies to establish vertical alignment.</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 2023 STAAR results in all passing standards (approaches, meets, and masters) by grade level cohort, where applicable.</p> <p>Staff Responsible for Monitoring: principal, assistant principal, instructional coach, district coordinator, classroom teachers</p> <p>TEA Priorities: Improve low-performing schools</p> <p>-</p>	Formative		
	Nov	Feb	May
Strategy 10 Details	Formative Reviews		
<p>Strategy 10: SFJH staff will establish a "Brain Break" room for our students and staff to utilize which will include areas for physical activity, meditation, and sensory stimulation.</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 2023 STAAR results in all passing standards (approaches, meets, and masters) by grade level cohort, where applicable.</p> <p>Staff Responsible for Monitoring: SFJH staff</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: Maintain a collaborative culture that promotes partnerships among all students, staff, families, and community stakeholders.

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.

High Priority





HB3 Goal

Evaluation Data Sources: completed climate surveys

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Grade level core teachers will develop and email parents a "Sneak Peek at Next Week" each Friday to include a lesson summary, important dates to remember, and suggestions on how parents can engage their child in school-related conversations/activities.</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, and teachers</p> <p>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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Displays throughout the campus will reflect our "Shine Bright" theme; in addition, our mission, vision, and core values will be posted throughout the school.</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>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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: 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>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: 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>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: A student council will be formed at Santa Fe Junior High to include officer elections, community events (ex: Father/Daughter Dance), 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>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Students of the month will be recognized by administration through parent phone calls, prizes, and their names announced in recognition of the achievement.</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: SFJH staff, principal</p> <p>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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Awards assembly recognitions will be held at the end of each semester. 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 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: counselors</p> <p>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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Meet the Teacher Night will be held at the beginning of the year. Teachers will share their classroom policies, procedures, and expectations.</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: SFJH administrative team, teachers</p> <p>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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May

Strategy 9 Details	Formative Reviews		
<p>Strategy 9: Incoming 6th grade students will have an orientation time designated to meet teachers, administration, and tour the building prior to school starting.</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: SFJH administrative team, teachers</p> <p>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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
Strategy 10 Details	Formative Reviews		
<p>Strategy 10: Staff 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 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 principal, counselors, instructional coaches</p> <p>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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
<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: Recruit, retain, and support a world-class team of employees.





Performance Objective 1: SFJH will retain 90% of employees each year, excluding non-renewals and retirees.

High Priority

Evaluation Data Sources: Retention tracking

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Our leadership team will participate in a leadership retreat, prior to the start of school, to review changes in policies, procedures, and to team build.</p> <p>Strategy's Expected Result/Impact: SFJH will retain 90% of employees each year, excluding non-renewals and retirees.</p> <p>Staff Responsible for Monitoring: principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Each grade level will meet with Dr. Adkins monthly to celebrate accomplishments and discuss campus discipline concerns so that our campus administration can work with teachers to develop intervention plans for student and campus success.</p> <p>Strategy's Expected Result/Impact: SFJH will retain 90% of employees each year, excluding non-renewals and retirees.</p> <p>Staff Responsible for Monitoring: principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: The SFJH discipline plan will be adjusted based on leadership team input. This includes limiting out of school suspension days and adding a weekly reconciliation of discipline referrals submitted and discipline referrals reflected in Skyward per each assistant principal.</p> <p>Strategy's Expected Result/Impact: SFJH will retain 90% of employees each year, excluding non-renewals and retirees.</p> <p>Staff Responsible for Monitoring: principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Our faculty newsletter, Tribal Truth, will be disseminated each week which will include current events, school news, and celebrations.</p> <p>Strategy's Expected Result/Impact: SFJH will retain 90% of employees each year, excluding non-renewals and retirees.</p> <p>Staff Responsible for Monitoring: principal</p> <p>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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: SFJH Indian Success Camp, for all students, will be developed and incorporated into the first three weeks of school during 4th period.</p> <p>Strategy's Expected Result/Impact: SFJH will retain 90% of employees each year, excluding non-renewals and retirees.</p> <p>Staff Responsible for Monitoring: principal, assistant principal, teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Faculty will select 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: SFJH will retain 90% of employees each year, excluding non-renewals and retirees.</p> <p>Staff Responsible for Monitoring: principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: A "Sunshine Committee" will be formed at SFJH that is staff and student led, through GES classes, that develops creative ways to recognize our staff on special days.</p> <p>Strategy's Expected Result/Impact: SFJH will retain 90% of employees each year, excluding non-renewals and retirees.</p> <p>Staff Responsible for Monitoring: principal, GES teacher</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: The SFJH duty schedule will be revamped to assure that paraprofessionals have no more than 3 morning duties per week.</p> <p>Strategy's Expected Result/Impact: SFJH will retain 90% of employees each year, excluding non-renewals and retirees.</p> <p>Staff Responsible for Monitoring: principal, assistant principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
<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 5: Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all students.

Performance Objective 1: SFJH administration will seek out innovative ways maximize financial resources while emphasizing the importance of fiscal responsibility.

High Priority

Evaluation Data Sources: budget review data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: SFJH administration will encourage teachers to apply for Grants for Great Ideas and Teacher Wish Lists through our Santa Fe Texas Education Foundation.</p> <p>Strategy's Expected Result/Impact: SFJH administration will seek out innovative ways to maximize financial resources, while emphasizing the importance of fiscal responsibility as it relates to positive student outcomes.</p> <p>Staff Responsible for Monitoring: principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: SFJH administration will hold monthly budget review meetings.</p> <p>Strategy's Expected Result/Impact: SFJH administration will seek out innovative ways to maximize financial resources, while emphasizing the importance of fiscal responsibility as it relates to positive student outcomes.</p> <p>Staff Responsible for Monitoring: principal, bookkeeper</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: SFJH administration will review and approve all purchase orders within 48 hours of submission.</p> <p>Strategy's Expected Result/Impact: SFJH administration will seek out innovative ways to maximize financial resources, while emphasizing the importance of fiscal responsibility as it relates to positive student outcomes.</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Nov	Feb	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: SFJH administration will hold meetings with department heads and club sponsors to review spending requests and identify specific student outcomes related to the requests.</p> <p>Strategy's Expected Result/Impact: SFJH administration will seek out innovative ways maximize financial resources while emphasizing the importance of fiscal responsibility as it relates to positive student outcomes.</p> <p>Staff Responsible for Monitoring: principal</p>	Formative		
	Nov	Feb	May
<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>			

Campus Funding Summary

Title II					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	5			\$0.00
Sub-Total					\$0.00