

**Ferris Independent School District**  
**Ferris High School**  
**2023-2024 Goals/Performance Objectives/Strategies**

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# Goals

**Goal 1:** Ensure all students receive high-quality instruction.

**Performance Objective 1:** Ferris High School student performance results will increase in English Language Arts as measured on the STAAR Assessments and evidenced as follows:





Mastering the grade level on the STAAR Assessments in English I & English II will increase from 5% in 2022 to 10% in 2024.

Meeting the grade level on the STAAR Assessments in English I will increase from 50% to 55% & English II will increase from 56% in 2023 to 60% in 2023.

Approaching the grade level on the STAAR Assessments in English I from 74% in 2023 to 80 in 2023 & English II will increase from 75% in 2023 to 80% in 2024.

**Evaluation Data Sources:** Data to be used for intermittent measurement will be the common assessments created by the teachers, and CFA data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The campus administrators will perform weekly walk-throughs of teachers with specific focus on providing feedback on T-TESS indicators of student engagement &amp; high levels of inquiry.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will receive immediate and specific feedback that will help guide their professional learning community planning that will positively impact the learning of students.</p> <p><b>Staff Responsible for Monitoring:</b> Campus principal with assistance from the assistant principals and the department leader.</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy - Additional Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The campus administrators will support teachers in the use of AVID strategies designed to increase levels of inquiry specifically using Costa's levels of inquiry &amp; WICOR strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Educators will use common vocabulary and strategies that will guide planning an assessments that will challenge the students.</p> <p><b>Staff Responsible for Monitoring:</b> Campus principal with assistance from the assistant principals and the department leader.</p> <p><b>Title I:</b> 2.4, 2.6</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - 199-PIC 30 - State Comp Ed, Title IA, Schoolwide</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> IXL Math will be use for additional enrichment for Algebra, English's 1, and English 2.</p> <p><b>Funding Sources:</b> - 211 - Title I, Part A</p>	Formative			Summative
	Nov	Feb	Apr	June
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**Goal 1:** Ensure all students receive high-quality instruction.

**Performance Objective 2:** Ferris High School student performance results will increase in Algebra I as measured on the STAAR Assessments and evidenced as follows:

Mastering the grade level on the STAAR Assessments in Algebra I will increase from 6% in 2023 to 10% in 2024.

Meeting the grade level on the STAAR Assessments in Algebra I will increase from 28% in 2023 to 40% in 2024.

Approaching the grade level on the STAAR Assessments in Algebra I will increase from 75% in 2023 to 80% in 2024.

**Evaluation Data Sources:** Data to be used for intermittent measurement will be the common assessments created by the teachers and CFA data.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The campus administrators will perform weekly walk-throughs of teachers with specific focus on providing feedback on T-TESS indicators of student engagement &amp; high levels of inquiry.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will receive immediate feedback that will help guide their professional learning community planning that will positively impact the learning of students.</p> <p><b>Staff Responsible for Monitoring:</b> Campus principal with assistance from the assistant principals and the department leader.</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy - Additional Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> - 199 - General Fund, - 199-PIC 30 - State Comp Ed, Title IA, Schoolwide</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The campus administrators will support teacher in the use of AVID strategies designed to increase levels of inquiry specifically using Costa's levels of inquiry &amp; WICOR strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Educators will use common vocabulary and strategies that will guide planning</p>	Formative			Summative
	Nov	Feb	Apr	June


an assessments that will challenge the students.


**Staff Responsible for Monitoring:** Campus principal with assistance from the assistant principals and the department leader.


**Title I:**

2.4, 2.6

**Funding Sources:** - 199-PIC 30 - State Comp Ed, Title IA, Schoolwide

 No Progress

 Accomplished





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**Goal 1:** Ensure all students receive high-quality instruction.

**Performance Objective 3:** Enrichment during Jacket time to help close the learning gaps and support student success for Algebra 1, English 1, and English 2.





**Evaluation Data Sources:** Campus will utilize data from the IXL program, teach assessments, and district CFA data.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Math IXL, Reading IXL, and Turn it in will be utilized to help close learning gaps and support students success for Algebra 1, English 1, and English 2.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in EOC Algebra and English scores</p> <p><b>Staff Responsible for Monitoring:</b> Jacket Time teacher, classroom teachers, Instruction Facilitators, Principal, and Assistant principal</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments</p> <p><b>Funding Sources:</b> - 199-PIC 30 - State Comp Ed, Title IA, Schoolwide</p>	Formative			Summative
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**Goal 2:** Ferris ISD will actively recruit, develop, and retain high quality staff and will provide ongoing, relevant professional development to support and to ensure high-quality and effective instruction.

**Performance Objective 1:** Ferris High School will provide ongoing relevant professional development.





**Evaluation Data Sources:** Monthly PLC meetings, Surveys, Sign in sheets and schedules from the training.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Schedule regular administration meetings with the department leaders, counselors, and administrators to learn and plan as a leadership team.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved communication with all of the staff and increased ownership of decision making.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and department leaders.</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will attend PD based on their professional needs and the needs of the campus (GT, ESL, SPED, CCMR)</p> <p><b>Strategy's Expected Result/Impact:</b> Improvement in academic achievement across the campus.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Principal, Assistant Principal</p> <p><b>Funding Sources:</b> - 199 - General Fund, - 255 - Title II, Part A, TPTR</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 2:** Ferris ISD will actively recruit, develop, and retain high quality staff and will provide ongoing, relevant professional development to support and to ensure high-quality and effective instruction.

**Performance Objective 2:** Ferris High School will do bi-weekly Professional Learning Communities (PLCs) to enhance educational outcomes and to share effective instructional strategies and resources.





**Evaluation Data Sources:** PLC agendas, sign in sheets,

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> PLCs plan together, sharing ideas for projects, assessments, and lessons. Discuss how to differentiate instruction for diverse student needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers have opportunities to engage in ongoing professional development and learn from their peers, leading to continuous growth. The sense of shared responsibility and accomplishment within PLCs can boost teachers' job satisfaction and morale.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal, Teachers</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - 255 - Title II, Part A, TPTR</p>	Formative			Summative
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**Goal 3:** Ferris ISD will provide safe and secure working, teaching, and learning environments and will foster a positive physical, social, and emotional culture extending beyond school and into the community.

**Performance Objective 1:** Ferris HS will implement an effective discipline management and enforce the student code of conduct in a fair and equitable manner.





**Evaluation Data Sources:** Discipline reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Administrators will review the discipline data weekly in order to identify students with repetitive behaviors. The meetings will also be used to identify teachers who need assistance and plan methods to assist them.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased awareness of problem areas that will allow for adjustments for improvement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, assistant principals and intern.</p> <p><b>Title I:</b> 2.5, 2.6</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Ferris High School administrators will perform safety drills in conjunction with the Ferris ISD police department and local safety officials.</p> <p><b>Strategy's Expected Result/Impact:</b> School staff and students will have the appropriate knowledge and practice for a readiness situation.</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
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**Goal 3:** Ferris ISD will provide safe and secure working, teaching, and learning environments and will foster a positive physical, social, and emotional culture extending beyond school and into the community.

**Performance Objective 2:** Ferris HS will create a positive and supportive school environment by fostering strong relationships between the educators and students





**Evaluation Data Sources:** Capturing Kids heart lessons, Capturing kids hearts surveys, discipline reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers and staff will utilize Capturing Kids Hearts strategies to build a positive school culture</p> <p><b>Strategy's Expected Result/Impact:</b> Positive campus culture and climate</p> <p><b>Staff Responsible for Monitoring:</b> All teachers and staff</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> - 255 - Title II, Part A, TPTR</p>	Formative			Summative
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<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 4:** Ferris ISD will build and strengthen positive relationships through transparent communication and engagement processes with all stakeholders.

**Performance Objective 1:** Ferris HS will work to grow parent involvement through parent committees, PTO meetings, parent engagement nights, and weekly video updates.

**Evaluation Data Sources:** Google forms and agendas from parent committee meetings.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ferris HS will add a parent committee to support developing partnerships for dual credit and increased course offerings through the dual credit programs.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parent engagement and connection to the campus vision and goals.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, assistant principals, and CLT.</p> <p><b>Title I:</b> 4.1, 4.2</p> <p>- <b>TEA Priorities:</b> Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> - 244 - Perkins Career &amp; Technical Ed (CTE)</p>	Formative			Summative
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



**Goal 4:** Ferris ISD will build and strengthen positive relationships through transparent communication and engagement processes with all stakeholders.

**Performance Objective 2:** Ferris HS will use data from Texas Workforce Commission to find partners that lead to high paying career and paid internships for students.

**HB3 Goal**

**Evaluation Data Sources:** - Workforce data reports from both Ellis and Dallas County, Workforce data from partners at both TSTC and Dallas College.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ferris HS will seek out business/ industry partners that align to high yield career pathways for students in our geographic area.</p> <p><b>Strategy's Expected Result/Impact:</b> - Strong relationships between the job market and local school system.                      - Pipeline of industry experts to lead learning with students and staff.                      - Pathways to paid internships while in HS for students in the first cohort of the P-TECH program.</p> <p><b>Staff Responsible for Monitoring:</b> - CTE Director, Principal, Assistant Principals, Director of Secondary Learning.</p> <p><b>Title I:</b>                      2.5, 2.6                      - <b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	Apr	June

 No Progress
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