

Ferris Independent School District

Ferris Junior High

2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

At Ferris Junior High, we are committed to embracing opportunities for growth and development of 21st-century learners.

Vision

Growing 21st-century learners for 21st Century Careers.

Value Statement

“Embracing Opportunities for Growth”

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Goals

Goal 1: All Ferris Junior High students will be empowered to achieve academic growth and success through strategically designed curriculum and dynamic instruction that are purposefully planned to lay a foundation of literacy and numeracy.

Performance Objective 1: Ferris Junior High will improve Meets performance in all subjects on STAAR from 39% to 44% (All Students, All Tests) AND improve the percentage of the All Students population reaching the Meets level on STAAR/EOC in each tested area by 5% by Spring 2024. Current percentages and goals are as follows:

ELAR will increase from 45% to 50%.

Math will increase from 32% to 37%.





Science will increase from 36% to 41%.

Social Studies will increase from 21% to 26%.

Evaluation Data Sources: STAAR Scores

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will use the IXL Learning platform to increase rigor of activities in class and monitor student progress.</p> <p>Strategy's Expected Result/Impact: More available resources to teachers</p> <p>Staff Responsible for Monitoring: Classroom teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p> <p>Funding Sources: IXL - 211 - Title I, Part A - \$15,200</p>	Formative			Summative
	Nov	Feb	Apr	June





Strategy 2 Details	Reviews			
<p>Strategy 2: Branching Minds for intervention tracking and documentation</p> <p>Strategy's Expected Result/Impact: Increase frequency of intervention and accuracy of targeting for at-risk students</p> <p>Staff Responsible for Monitoring: Admin, Teachers, Counselors</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 - Title I, Part A, - 199-PIC 24 - State Comp Ed, Accelerated Ed</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Using EdPuzzle, Nearpod, and Quizziz as instructional tools for pacing, delivery, organization, and evaluation of student progress.</p> <p>Strategy's Expected Result/Impact: Instructional tools for pacing, delivery, organization, and evaluation of student progress</p> <p>Staff Responsible for Monitoring: All core teachers, Admin</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 - Title I, Part A, - 199 - General Fund</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 4 Details	Reviews			
<p>Strategy 4: E-Hallpass will be used for intervention scheduling so that teachers can pull students for MTSS. Monday's for Math, Tuesdays ELAR, Wednesdays Science, Thursday Social Studies</p> <p>Strategy's Expected Result/Impact: Students will be scheduled to attend intervention</p> <p>Staff Responsible for Monitoring: Teachers, Interventionist, Admin</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Results Driven Accountability</p> <p>Funding Sources: - 211 - Title I, Part A</p>	Formative			Summative
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Goal 1: All Ferris Junior High students will be empowered to achieve academic growth and success through strategically designed curriculum and dynamic instruction that are purposefully planned to lay a foundation of literacy and numeracy.

Performance Objective 2: By Spring of 2024, Ferris ISD will improve Meets performance in our Special Education and English Learner populations in all STAAR/EOC as follows: SPED: will increase 5 percentage points from 9% to 14%: ELs: will increase 5 percentage points from 29% to 34%.

Evaluation Data Sources: STAAR Scores


Strategy 1 Details	Reviews			
<p>Strategy 1: Summit K-12 advisory classes for 6th, 7th, and 8th grade students (170 students) Strategy's Expected Result/Impact: 5% growth in EL Reading scores. Higher TELPAS Reading and Speaking scores. Staff Responsible for Monitoring: AP, Testing Coordinator, Summit advisory teachers</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy Funding Sources: Summit K-12 Program for 175 Students and 8 Teachers - 263 - Title III, LEP</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Ferris Junior High will implement Systems 44 and Read180/Math180 programs for special education students Strategy's Expected Result/Impact: Increase SPED reading scores by 5% points Staff Responsible for Monitoring: SPED Teachers, ELAR</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: - 211 - Title I, Part A</p>	Formative			Summative
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Goal 2: Ferris Junior High will actively recruit, develop, and retain highly-effective, dynamic teaching staff and will provide ongoing relevant professional development, resources, and support to ensure high-quality, effective instruction and academic rigor persist in a variety of innovative and flexible learning environments.


Performance Objective 1: Ferris Junior High will actively recruit, develop, and retain highly-effective, dynamic teaching staff


Evaluation Data Sources: TAPR Report for Texas
 Ferris ISD HR records

Strategy 1 Details	Reviews			
Strategy 1: FJH Delegates will travel to job fairs in North Texas Strategy's Expected Result/Impact: Recruit teaching staff for 2022-2023 school year Staff Responsible for Monitoring: Admin, CLT TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing Funding Sources: - 199 - General Fund	Formative			Summative
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 0% No Progress

 100% Accomplished





 Continue/Modify

 Discontinue

Goal 2: Ferris Junior High will actively recruit, develop, and retain highly-effective, dynamic teaching staff and will provide ongoing relevant professional development, resources, and support to ensure high-quality, effective instruction and academic rigor persist in a variety of innovative and flexible learning environments.





Performance Objective 2: 100% of Ferris Junior High teachers will be provided targeted, high-quality professional development opportunities that will increase their confidence and efficacy in the classroom.

Evaluation Data Sources: Ferris PD Records
Staff survey data

Strategy 1 Details	Reviews			
Strategy 1: Provide training and conference opportunities for teachers Strategy's Expected Result/Impact: Increased teacher knowledge and confidence in using programs Staff Responsible for Monitoring: Admin, CLT Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning Funding Sources: - 211 - Title I, Part A, - 199-PIC 30 - State Comp Ed, Title IA, Schoolwide	Formative			Summative
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Goal 2: Ferris Junior High will actively recruit, develop, and retain highly-effective, dynamic teaching staff and will provide ongoing relevant professional development, resources, and support to ensure high-quality, effective instruction and academic rigor persist in a variety of innovative and flexible learning environments.





Performance Objective 3: 90% or more of Ferris Junior High teaching staff will indicate they are Satisfied or Very Satisfied with their employment in FISD, as reflected in staff job satisfaction surveys in Fall 2022 and Spring 2023.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide and support teachers with GoGuardian for monitoring student engagement and activities</p> <p>Strategy's Expected Result/Impact: Teacher will feel more comfortable having all of the tools available to make them successful</p> <p>Staff Responsible for Monitoring: Admin, CLT</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</p> <p>Funding Sources: - 211 - Title I, Part A, - 199-PIC 30 - State Comp Ed, Title IA, Schoolwide , - 199 - General Fund</p>	Formative			Summative
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Goal 3: Ferris Junior High will provide safe and secure working, teaching, and learning environments that emphasize proactive accountability and will foster a positive physical, social, and emotional culture that extends into the greater community.

Performance Objective 1: 100% of students in crisis for social, emotional, or psychological reasons will receive support and guidance.

Evaluation Data Sources: Counselor records





Strategy 1 Details	Reviews			
<p>Strategy 1: HIVE (house) System implementation for PBIS</p> <p>Strategy's Expected Result/Impact: Develop an interconnected feeling among staff and students on campus and offer PBIS rewards</p> <p>Staff Responsible for Monitoring: All Staff</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> <p>Funding Sources: - 199 - General Fund</p>	Formative			Summative
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Goal 3: Ferris Junior High will provide safe and secure working, teaching, and learning environments that emphasize proactive accountability and will foster a positive physical, social, and emotional culture that extends into the greater community.

Performance Objective 2: Ferris Junior High will continue to foster a culture of parent and community engagement that includes a variety of activities in which parents and community members can engage both in person or virtually as appropriate and safe.

Evaluation Data Sources: Parent and family engagement records





Strategy 1 Details	Reviews			
<p>Strategy 1: Strong Fathers, Strong Families Strategy's Expected Result/Impact: Increase family engagement at FJH Staff Responsible for Monitoring: Admin</p> <p>Title I: 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Funding Sources: - 211 - Title I, Part A</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Parent Liaison and EB Support Strategy's Expected Result/Impact: Fully staff and train a Parent Liaison that works on campus. Staff Responsible for Monitoring: Admin</p> <p>Title I: 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture Funding Sources: - 211 - Title I, Part A</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Student Choice Day designed to increase community involvement and students SEL learning and bonding with community and staff members.</p> <p>Title I: 2.5, 4.1</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Funding Sources: - 211 - Title I, Part A</p>	Formative			Summative
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Goal 3: Ferris Junior High will provide safe and secure working, teaching, and learning environments that emphasize proactive accountability and will foster a positive physical, social, and emotional culture that extends into the greater community.

Performance Objective 3: Ferris Junior High will support the Fisd Police Department in maintaining a safe and secure learning environment for all the students, staff, and visitors of Fisd.





Evaluation Data Sources: Safety Data

Strategy 1 Details	Reviews			
Strategy 1: FJH will teach behind closed doors and monitor all guests that enter the building.	Formative			Summative
	Nov	Feb	Apr	June
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Goal 4: Ferris Junior High will build and strengthen positive relationships through transparent communication and engagement processes with all stakeholders.

Performance Objective 1: Ferris Junior High will engage in weekly communication with parents and community members.





Evaluation Data Sources: Social Media records
Principal communication records
SMORE analytics
Remind records

Strategy 1 Details	Reviews			
<p>Strategy 1: SMORE weekly newsletters Strategy's Expected Result/Impact: Increase communication with all community stakeholders Staff Responsible for Monitoring: Admin</p> <p>Title I: 4.1 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture Funding Sources: - 199 - General Fund</p>	Formative			Summative
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Goal 4: Ferris Junior High will build and strengthen positive relationships through transparent communication and engagement processes with all stakeholders.

Performance Objective 2: Ferris Junior High establish and maintain a Parent Teacher Organization (PTO) on campus





Evaluation Data Sources: PTO Meeting Minutes
PTO Event Data

Strategy 1 Details	Reviews			
Strategy 1: SMORE and Remind communication platforms Strategy's Expected Result/Impact: Increase PTO communication by assisting with communication through FJH platforms Staff Responsible for Monitoring: Admin, PTO Title I: 4.1, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Funding Sources: - 199 - General Fund	Formative			Summative
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Goal 4: Ferris Junior High will build and strengthen positive relationships through transparent communication and engagement processes with all stakeholders.

Performance Objective 3: Ferris Junior High will build positive relationships between the community and the school

Evaluation Data Sources: Community Survey
SMORE analytics

Strategy 1 Details	Reviews			
<p>Strategy 1: Student Choice Day designed to increase community involvement and students SEL learning and bonding with community and staff members.</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 211 - Title I, Part A</p>	Formative			Summative
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