

Santa Fe Independent School District
Santa Fe Junior High
2024-2025 Campus Improvement Plan



Board Approval Date: October 15, 2024
Public Presentation Date: October 15, 2024

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.

Table of Contents

Comprehensive Needs Assessment	4
Needs Assessment Overview	4
Demographics	5
Student Achievement	6
District Culture and Climate	7
Staff Quality, Recruitment, and Retention	9
Curriculum, Instruction, and Assessment	10

Family and Community Engagement	11
District Organization	12
Goals	13
Goal 1: Ensure an exceptional learning experience for all students in a safe and positive learning environment.	13
Goal 2: Promote academic achievement and success through student engagement, innovation, rigorous and relevant learning.	21
Goal 3: Maintain a collaborative culture that promotes partnerships among all students, staff, families, and community stakeholders.	24
Goal 4: Recruit, retain, and support a world-class team of employees.	28
Goal 5: Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all students.	32
Plan Notes	34

Comprehensive Needs Assessment

Revised/Approved: June 17, 2024

Needs Assessment Overview

Needs Assessment Overview Summary

On June 17, 2024, the Campus Improvement Committee, made of representatives from all stakeholder positions, met at SFJH. They reviewed the following:

- Discipline Data
- Culture Data
- Attendance Data
- Culture goals

The committee discussed revisions for the 24-25 school year based on last year's data.

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 2023-2024, SFJH had a student population of 1,012 students.

Economic Disadvantaged

SFJH has a 51% Economic Disadvantaged enrollment in 2023-2024.

Ethnicity

SFJH is comprised of approximately 69% White students, 26% Hispanic students, 2.5% African American students, and 1.5% 2 or more races.

Student Groups

SFJH had 50 ESL students, 160 Special Education Students, and 463 at-risk students in 2023-2024.

Student Achievement

Student Achievement Summary

SFJH stayed the same in many respects in 2024 as compared to 2023. SFJH made many plans during their Needs Assessment to address the performance and make improvements.

	2023			2024		
	AGL	Meets	Masters	AGL	Meets	Masters
6th RLA	82	52	19	75	50	19
7th RLA	76	50	24	71	51	28
8th RLA	81	55	20	78	65	28
6th Math	73	30	6	63	25	4
7th Math	61	36	8	55	31	7
8th Math	59	25	4	53	18	4
8th Algebra	98	84	48	98	68	32
8th Science	69	38	9	61	32	7
8th Social Studies	60	30	13	58	31	18

District Culture and Climate

District 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

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.

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 as a resource for social studies. DBQ uses primary and secondary sources to support discourse and written expression on a variety of social studies topics.

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.

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

Family and Community Engagement

Family 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.

District Organization

District Organization Summary

Santa Fe Junior High

- Principal, Sara Ryan
- Assistant Principal, Melissa Ward
- Assistant Principal, Ashley Hardage
- Assistant Principal, Kristen Lawrence
- Counselor, Brittany Shultz
- Counselor, Laura Dipette

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: Implement a system of Positive Behavioral Intervention Systems and Supports to establish common core values and school-wide expectations.

Evaluation Data Sources: Discipline Data, Survey Data

Strategy 1 Details	Formative Reviews		
Strategy 1: Establish a Tier 1 intervention team. Write common schoolwide expectations. Share with staff. Hold staff accountable.	Formative		
	Nov	Feb	May
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue			

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

Performance Objective 2: Implement a consistent discipline system to support teachers in the classroom. This includes Tier 1 and 2 interventions and supports with clear, consistent consequences.

Evaluation Data Sources: Discipline Data, Survey Data

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

Performance Objective 3: Establish a strong system of active student clubs to draw in a more diverse group of students.

Evaluation Data Sources: Student RISE, Yearbook, Student Council, Faith-Based Club, Graphic Novel Club.

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

Performance Objective 4: Obtain feedback on the Parent RISE Program and refine the systems necessary to get more parents into our school.

Evaluation Data Sources: Parent feedback surveys

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

Performance Objective 5: Recognize all students exhibiting a core value on Facebook and in the newsletter weekly.

Evaluation Data Sources: survey data

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

Performance Objective 6: Increase student attendance with mentoring and intervention programs. Re-establish make-up time requirement and offer 9 week incentives for good attendance, grades, and behavior.

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

Performance Objective 7: Improve communication with all stakeholders to ensure everyone knows what is occurring, when, and how to be involved.

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

Performance Objective 8: Implement Tier 1 supports for social-emotional learning. Implement tier 2 supports through peer focus groups. Implement tier 3 intensive intervention for students as needed using our Wellness counselor.

Goal 2: Promote academic achievement and success through student engagement, innovation, rigorous and relevant learning.

Performance Objective 1: Develop a collaboration period daily for teachers to plan and learn from each other daily. Teachers will study the standards they are expected to teach and work as a team to refine their practice.

Evaluation Data Sources: UBA, SBA, Benchmark Data

Goal 2: Promote academic achievement and success through student engagement, innovation, rigorous and relevant learning.

Performance Objective 2: Implement a system of constant and specific feedback from administrators to teachers about instruction. Weekly informal walk-throughs will occur as well as formal walk-throughs. All will be followed by a conference for feedback.

Evaluation Data Sources: survey data, UBA/SBA/benchmark data

Goal 2: Promote academic achievement and success through student engagement, innovation, rigorous and relevant learning.

Performance Objective 3: Implement new curriculum in RLA, Math, and Science. Give teachers time to study the resource and plan out the YAG and WAG, as well as daily plans.

Evaluation Data Sources: WAG/YAG/daily lesson plans

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

Performance Objective 1: Establish a SFJH parent advisory committee that meets 6 times a school year. Share initiatives and obtain feedback from this group.

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

Performance Objective 2: Establish a PTA that encourages not only fundraising, but allows for parents to enter the school for various volunteer opportunities.

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

Performance Objective 3: Improve communication with all stakeholders to ensure everyone knows exactly what is happening at SFJH. Utilize weekly newsletters and face-to-face conferences and calls.

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

Performance Objective 4: Establish a campus improvement team that will set campus goals and meet regularly to review established goals.

Goal 4: Recruit, retain, and support a world-class team of employees.

Performance Objective 1: Create a positive culture of excellence where staff feel valued and supported. Allow teachers to be a part of the decision making process creating buy-in to goals and commitments.

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide support to collaborative teams through instructional coaches and administrators as instructional leaders.	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Create a strong leadership team that allows for teachers to be a part of the decision making process.	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Send out multiple surveys requesting feedback for improvement from staff and act on the feedback.	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Recognize staff for doing great things weekly in the staff newsletter.	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Recruit, retain, and support a world-class team of employees.

Performance Objective 2: Create and establish a strong campus leadership team to help create systems, initiatives, and expectations across the campus. Utilize this team to create a culture of high expectations and accountability.

Goal 4: Recruit, retain, and support a world-class team of employees.

Performance Objective 3: Administration will assist teachers experiencing struggles with instruction or behavior management with quick intervention and support.

Goal 4: Recruit, retain, and support a world-class team of employees.

Performance Objective 4: Allow for collaboration with colleagues during planning days and collaboration time to grow professionally.

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		
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. 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. Staff Responsible for Monitoring: principal ESF Levers: Lever 1: Strong School Leadership and Planning	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: SFJH administration will hold monthly budget review meetings. 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. Staff Responsible for Monitoring: principal, bookkeeper ESF Levers: Lever 1: Strong School Leadership and Planning	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: SFJH administration will review and approve all purchase orders within 48 hours of submission. 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. ESF Levers: Lever 1: Strong School Leadership and Planning	Formative		
	Nov	Feb	May

Strategy 4 Details	Formative Reviews		
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. 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. Staff Responsible for Monitoring: principal	Formative		
	Nov	Feb	May
0% No Progress 100% Accomplished Continue/Modify Discontinue			

Plan Notes
