

**Ferris Independent School
District**

Ferris High School

**2025-2026
Goals/
Performance
Objectives/
Strategies**

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Goal 1 Ferris High School will ensure all scholars receive high-quality instruction.

Performance Objective 1 High Priority

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 will increase from 8% to 12% & English II will increase from 3% in 2024 to 8% in 2026. Meeting the grade level on the STAAR Assessments in English I will increase from 44% to 55% & English II will increase from 56% in 2024 to 65% in 2026. Approaching the grade level on the STAAR Assessments in English I from 66% in 2025 to 75% & English II will increase from 76% in 2025 to 85% in 2026.

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

Strategy 1 Targeted Support Strategy Additional Targeted Support Strategy

FHS campus administrators will perform at minimum 25 walkthroughs a week focusing on student voice, levels of engagement, alignment to the standards, and rigor.

Strategy's Expected Result/Impact: Teachers will constant and quick feedback that allow them to make changes to their instruction that will result in increased scores on assessments.

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

Problem Statements: Demographics 1 - Student Learning 1

Funding Sources: 199 - General Fund,

Title I: 2.5.2, 2.5.3

ESF Levers: Lever 5: Effective Instruction

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Strategy 2

All FHS teachers will be trained in supplemental programs including IXL and Mastery Prep.

Strategy's Expected Result/Impact: Educators will additional resources to assist students passing STAAR EOCs and college entrance exams.

Staff Responsible for Monitoring: FHS Chief Academic Officer (AP) and the testing coordinator.

Problem Statements: Demographics 1 - Student Learning 1

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

Title I:

ESF Levers: Lever 5: Effective Instruction

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Strategy 3

Loop high performing 8th grade teacher with her students up to English I.

Strategy's Expected Result/Impact: Increase in STAAR scores at all levels.

Staff Responsible for Monitoring: Principal

Problem Statements: Demographics 1 - Student Learning 1

Title I: 2.5.3

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Performance Objective 1 Problem Statements Identifying Demographics

Problem Statement	Root Cause
1 FHS students are performing lower than the state average on the following STAAR EOC exams and levels: Algebra I and English I (All Levels), English II (Masters Level), Biology (All Levels), and US History (Meets Level and Masters Level)	Teachers have to focus on rigorous material and engaging lessons.

Performance Objective 1 Problem Statements Identifying Student Learning

Problem Statement	Root Cause
1 FHS students are performing lower than the state average on the following STAAR EOC exams and levels: Algebra I and English I (All Levels), English II (Masters Level), Biology (All Levels), and US History (Meets Level and Masters Level)	Teachers have to focus on rigorous material and engaging lessons.

Performance Objective 2 High Priority

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 3% in 2025 to 10% in 2026. Meeting the grade level on the STAAR Assessments in Algebra I will increase from 13% in 2025 to 25% in 2026. Approaching the grade level on the STAAR Assessments in Algebra I will increase from 44% in 2025 to 70% in 2026.

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

Strategy 1 Targeted Support Strategy Additional Targeted Support Strategy

FHS campus administrators will perform at minimum 25 walkthroughs a week focusing on student voice, levels of engagement, alignment to the standards, and rigor.

Strategy's Expected Result/Impact: Teachers will constant and quick feedback that allow them to make changes to their instruction that will result in increased scores on assessments.

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

Problem Statements: Demographics 1 - Student Learning 1

Funding Sources: 199 - General Fund,

Title I: 2.5.2, 2.5.3

ESF Levers: Lever 5: Effective Instruction

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Strategy 2

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Strategy's Expected Result/Impact: Educators will additional resources to assist students passing STAAR EOCs and college entrance exams.

Staff Responsible for Monitoring: FHS Chief Academic Officer (AP) and the testing coordinator.

Problem Statements: Demographics 1 - Student Learning 1

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

Title I:

ESF Levers: Lever 5: Effective Instruction

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Strategy 3

FHS teachers will utilize the calculator functions available to them quicker to prepare students for the STAAR EOC.

Strategy's Expected Result/Impact: Increased scores on the Algebra I EOC at all levels

Staff Responsible for Monitoring: AP over math and science and principal

Problem Statements: Demographics 1 - Student Learning 1

Title I: 2.5.3

TEA Priorities: Build a foundation of reading and math

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Performance Objective 2 Problem Statements Identifying Demographics

Problem Statement

Root Cause

1

FHS students are performing lower than the state average on the following STAAR EOC exams and levels: Algebra I and English I (All Levels), English II (Masters Level), Biology (All Levels), and US History (Meets Level and Masters Level)

Teachers have to focus on rigorous material and engaging lessons.

Performance Objective 2 Problem Statements Identifying Student Learning

Problem Statement

Root Cause

1

FHS students are performing lower than the state average on the following STAAR EOC exams and levels: Algebra I and English I (All Levels), English II (Masters Level), Biology (All Levels), and US History (Meets Level and Masters Level)

Teachers have to focus on rigorous material and engaging lessons.

Performance Objective 3 High Priority

Revamp Jacket time (advisory/intervention time) to help close the learning gaps and support student success for the STAAR exams, TSI, and SAT/ACT.

Evaluation Data Source: Campus will utilize data from the IXL program, Mastery Prep, College Board, teacher assessments, and district CFA data.

Strategy 1 Targeted Support Strategy Additional Targeted Support Strategy

FHS campus administrators will perform at minimum 25 walkthroughs a week focusing on student voice, levels of engagement, alignment to the standards, and rigor.

Strategy's Expected Result/Impact: Teachers will constant and quick feedback that allow them to make changes to their instruction that will result in increased scores on assessments.

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

Problem Statements: Demographics 1 - Student Learning 1

Funding Sources: 199 - General Fund,

Title I: 2.5.2, 2.5.3

ESF Levers: Lever 5: Effective Instruction

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Strategy 2

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Strategy's Expected Result/Impact: Educators will additional resources to assist students passing STAAR EOCs and college entrance exams.

Staff Responsible for Monitoring: FHS Chief Academic Officer (AP) and the testing coordinator.

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ESF Levers: Lever 5: Effective Instruction

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Performance Objective 3 Problem Statements Identifying Demographics

Problem Statement	Root Cause
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Performance Objective 3 Problem Statements Identifying Student Learning

Problem Statement	Root Cause
1 FHS students are performing lower than the state average on the following STAAR EOC exams and levels: Algebra I and English I (All Levels), English II (Masters Level), Biology (All Levels), and US History (Meets Level and Masters Level)	Teachers have to focus on rigorous material and engaging lessons.

Goal 2 Ferris High School will actively recruit, develop, and retain high quality staff and will build capacity for all educators.

Performance Objective 1

FHS administration will provide monthly professional development and allow for teachers to receive professional development through Region 10 or other outlets.

Evaluation Data Source: Monthly planning meetings, surveys, sign-in sheets and schedules from the training.

Strategy 1

Have monthly CLT meetings and quarterly A-Team meetings. Have weekly admin team meetings and monthly CTE meetings. Meet with counselors as needed.

Strategy's Expected Result/Impact: Communication and Ownership improvements

Staff Responsible for Monitoring: Principal

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

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Strategy 2

FHS will host monthly PD for teachers based on campus needs and data.

Strategy's Expected Result/Impact: Teachers will have developed their "tool kit" that will result in higher student achievement.

Staff Responsible for Monitoring: Lead Teachers, Principal, Assistant Principals, Learning Strategist.

Problem Statements: Demographics 1 - Student Learning 1

Funding Sources: 199 - General Fund, , 255 - Title II, Part A, TPTR,

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Performance Objective 1 Problem Statements Identifying Demographics

Problem Statement	Root Cause	
1	FHS students are performing lower than the state average on the following STAAR EOC exams and levels: Algebra I and English I (All Levels), English II (Masters Level), Biology (All Levels), and US History (Meets Level and Masters Level)	Teachers have to focus on rigorous material and engaging lessons.

Performance Objective 1 Problem Statements Identifying Student Learning

Problem Statement	Root Cause	
1	FHS students are performing lower than the state average on the following STAAR EOC exams and levels: Algebra I and English I (All Levels), English II (Masters Level), Biology (All Levels), and US History (Meets Level and Masters Level)	Teachers have to focus on rigorous material and engaging lessons.

Performance Objective 2 High Priority

STAAR EOC teachers will have daily Professional Learning Communities (PLCs) to improve instruction and analyze data routinely to make adjustments and enhance educational outcomes for FHS students.

Evaluation Data Source: PLC agendas, PLC schedule, and PLC checks conducted by FHS administration

Strategy 1

Build effective lesson plans based on campus data and historical data.

Strategy's Expected Result/Impact: Increase in student achievement overall.

Staff Responsible for Monitoring: Assistant Principal, Teachers, Learning Specialist

Funding Sources: 255 - Title II, Part A, TPTR,

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

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Strategy 2

Learning Specialist will create a plan for daily PLCs with EOC teachers.

Strategy's Expected Result/Impact: Teachers will have better lessons and have the ability to make more adjustments based on data.

Staff Responsible for Monitoring: APs and learning specialists.

Problem Statements: Demographics 1 - Student Learning 1

Title I: 2.5.1, 2.5.3

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Performance Objective 2 Problem Statements Identifying Demographics

Problem Statement

Root Cause

1

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Teachers have to focus on rigorous material and engaging lessons.

Performance Objective 2 Problem Statements Identifying Student Learning

Problem Statement

Root Cause

1

FHS students are performing lower than the state average on the following STAAR EOC exams and levels: Algebra I and English I (All Levels), English II (Masters Level), Biology (All Levels), and US History (Meets Level and Masters Level)

Teachers have to focus on rigorous material and engaging lessons.

Goal 3

Ferris High School will provide safe and secure working, teaching, and learning environments and will foster a positive culture for all schools and the community through communication and stakeholder inclusion.

Performance Objective 1

Ferris HS will create a discipline and attendance committee to review data and provide suggestions to FHS administration.

Evaluation Data Source: On Data suite and Skyward discipline reports

Strategy 1

FHS campus administrators will review weekly discipline trends and discuss methods to improve negative trends when presented.

Strategy's Expected Result/Impact: Decrease student discipline across the board

Staff Responsible for Monitoring: Teachers, principal and assistant principals.

Funding Sources: 199 - General Fund,

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Strategy 2

FHS campus administrators will perform safety drills in conjunction with the Ferris ISD police department and local safety officials.

Strategy's Expected Result/Impact: School staff and students will have the appropriate knowledge and practice for a readiness situation.

Staff Responsible for Monitoring: Assistant Principal, SRO

Funding Sources: 199 - General Fund,

ESF Levers: Lever 3: Positive School Culture

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Performance Objective 2

Ferris HS staff will utilize Capturing Kids' Hearts (CKH) strategies to create a positive and supportive school environment. The main components of CKH used at FHS will be: 1. Greeting Students at the door. 2. Social Contracts. 3. Ambassadors.

Evaluation Data Source: CKH lessons, CKH surveys, and discipline reports

Strategy 1

FHS will focus on three components of CKH this year. Greeting students, social contracts, and ambassadors.

Strategy's Expected Result/Impact: Positive campus culture and climate

Staff Responsible for Monitoring: All teachers and staff

Funding Sources: 255 - Title II, Part A, TPTR,

ESF Levers: Lever 3: Positive School Culture

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Performance Objective 3 High Priority HB3 Goal

Implement a new motto for the school, "Excellence Through Perseverance" to foster a learning environment of high expectations and support.

Evaluation Data Source: Discipline report, Teacher Feedback, Student feedback, Student Advisory feedback

Strategy 1

Explain motto to staff based on historical data and keep the motto at the forefront stating it during meeting throughout the year.

Strategy's Expected Result/Impact: A better atmosphere on campus

Staff Responsible for Monitoring: All FHS Employees

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Strategy 2

Explain to students the meaning behind the motto, "Excellence Through Perseverance."

Strategy's Expected Result/Impact: A better atmosphere on campus

Staff Responsible for Monitoring: Campus Administration

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Goal 4 Ferris ISD will ensure strong financial stewardship and sustainability.

Performance Objective 1

Ferris HS staff will utilize funds appropriately to the benefit of all FHS students.

Evaluation Data Source: Budget emails, the budget, and meeting agendas.

Strategy 1

Prioritize initiatives based on their potential impact on student success and alignment with CIP goals. Consider short-term and long-term benefits, and ensure a balanced approach to immediate needs and future growth.

Strategy's Expected Result/Impact: Student achievement will increase based on the initiatives that were purchased.

Staff Responsible for Monitoring: Principal, assistant principals, principal secretary

Funding Sources: 199 - General Fund,

ESF Levers: Lever 2: Strategic Staffing

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