

# Ferris Independent School District



## Ferris Junior High

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

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# Goal 1 Ferris Junior HS will ensure all scholars receive high-quality instruction.

## Performance Objective 1 High Priority

Increase academic achievement in all core content areas

**Evaluation Data Source:** District CFA assessments, Interim assessments, MAP tests and STAAR tests

### Strategy 1

Provide quality, data driven, aligned, bell to bell instruction each day.

**Strategy's Expected Result/Impact:** Increase student academic achievement

**Staff Responsible for Monitoring:** Campus Instructional Leadership Team

**Funding Sources:** 199-PIC 30 - State Comp Ed, Title IA, Schoolwide , , 199 - General Fund, , 199-PIC 23 - State Special Ed,

### Formative Reviews

November

February

April

June

## Performance Objective 2

Use data driven decisions.

**Evaluation Data Source:** Common formative assessments, assessment calendar, Planning Calendar, Eduphoria reports, weekly Planning Data discussions.

### Strategy 1

Learning Specialists will create CFAs, and teachers will progress monitor students by using the campus data trackers and tier forms as well as Eduphoria reports.

**Strategy's Expected Result/Impact:** Ensure all students receive high quality instruction and improve student academic achievement.

**Staff Responsible for Monitoring:** Teachers, and Instructional Leadership Team

**Funding Sources:** 211 - Title I, Part A, , 199 - General Fund,

## Formative Reviews

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## Strategy 2

Campus Leadership will utilize purposeful data talks during our HIVE time to discuss data, review targeted plans and review student academic achievement.

**Strategy's Expected Result/Impact:** Teachers will utilize data to track student achievement.

**Funding Sources:** 199 - General Fund, , 211 - Title I, Part A,

## Formative Reviews

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## Performance Objective 3

Improve the quality of instruction through the implementation of TTESS

**Evaluation Data Source:** Walkthroughs, Formal Observation, professional development and follow up

## Strategy 1

Provide continuous professional development over the TTESS Rubric

**Strategy's Expected Result/Impact:** Evidence taken in walkthroughs, classroom observations

**Funding Sources:** 199 - General Fund,

## Formative Reviews

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## Strategy 2

Utilize the TTESS model to conduct conferences with teachers who score below proficient in any area. The appraiser and teacher will engage in feedback session and teachers will utilize the feedback to adapt their instruction as recommended.

**Funding Sources: 199 - General Fund,**

**Formative Reviews**

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# Goal 2 Ferris Junior HS will actively recruit, develop, and retain high quality staff.

## Performance Objective 1

Ferris Junior HS will attract, retain, and value high-quality, effective staff.

**Evaluation Data Source:** Staff turnover data

### Strategy 1

Utilize our CLT and Specialists to support the hiring process on interview committees

**Strategy's Expected Result/Impact:** Increased teacher retention rates

**Staff Responsible for Monitoring:** Administration

**Funding Sources:** 199 - General Fund,

**ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing

#### Formative Reviews

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### Strategy 2

Utilize our Mentor program for first year teachers and second year teacher to provide support and mentoring.

**Strategy's Expected Result/Impact:** New to campus teachers will feel welcome and will be well equipped for success. The result being a greater impact on student achievement.

**Funding Sources:** 199 - General Fund,

**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

#### Formative Reviews

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## Performance Objective 2

Ferris Junior HS will cultivate a culture that thrives on values, appreciations and fostering an environment where every individual is recognized and celebrated for their contributions and successes.

### Strategy 1

Teachers will be recognized for their efforts in many ways. We recognize teachers of the week with CKH, teachers of the month as voted on by their colleagues and staff shout outs.

### Formative Reviews

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# Goal 3

Ferris Junior HS 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

All students identified to be in crisis for social, emotional, or psychological reasons will receive support and guidance.

**Evaluation Data Source:** Counselor records and BTA's

### Strategy 1

All staff are to complete the trainings on suicide prevention and the identification and support of students in mental health crisis.

**Strategy's Expected Result/Impact:** A staff the recognizes students' needs are met by reporting crises to the appropriate staff member.

**Staff Responsible for Monitoring:** Administration Team and Counselors.

#### Formative Reviews

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### Strategy 2

Provide Families with the availability of free counseling services during moments of student crises through T CHAT.

**Strategy's Expected Result/Impact:** Immediate response and care to students and families.

**Staff Responsible for Monitoring:** Counselor

**Funding Sources:** 199 - General Fund,

#### Formative Reviews

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## Performance Objective 2

Ferris Junior HS will foster a culture of parent and community engagement through weekly communications and a variety of activities in which parents and community members can attend.

**Evaluation Data Source:** Parent and Family engagement event attendance

### Strategy 1

Ferris JHS will utilize Parent Square, district website, social media, weekly parent newsletters, daily take home folder to increase school to home communications.

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## Performance Objective 3

Ferris Junior HS will be proactive in violence prevention and intervention.

### Strategy 1

Teacher students through guidance lessons to self-regulate their emotions and behaviors.

**Strategy's Expected Result/Impact:** Increased self regulation

**Staff Responsible for Monitoring:** Administration and counselors

**Funding Sources:** 199 - General Fund,

**ESF Levers:** Lever 3: Positive School Culture

#### Formative Reviews

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### Strategy 2

FISDPD Officer will build positive relationships with students and staff.

**Funding Sources:** 199 - General Fund,

**ESF Levers:** Lever 3: Positive School Culture

## Formative Reviews

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# Goal 4 Ferris Junior HS will ensure strong financial stewardship and sustainability.

## Performance Objective 1

FJHS will allocate funds appropriately.

**Evaluation Data Source:** Budget, Meeting CIP Goals

### Strategy 1

Utilize the campus improvement plan and the campus needs assessment to appropriately allocate funds

**Strategy's Expected Result/Impact:** Fiscally responsible stewardship

**Staff Responsible for Monitoring:** Principal, Principal Secretary, District Business Office

**Funding Sources:** 199 - General Fund,

#### Formative Reviews

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### Strategy 2

Utilize district office procedures for purchasing

**Strategy's Expected Result/Impact:** Fiscally responsible stewardship

**Staff Responsible for Monitoring:** Principal, Principal Secretary, Business Office

**Funding Sources:** 199 - General Fund,

#### Formative Reviews

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