

Sanford-Fritch Independent School District

Sanford-Fritch Jr. High School

Goals/Performance Objectives/Strategies

2020-2021



Mission Statement

The mission of Sanford-Fritch ISD is to graduate young men and women who have the academic, social and practical skills needed to succeed in our competitive, global and ever-changing society.

This plan is viewable at www.sfid.net.

Translation available upon request.

Campus Motto

Be a Leader and do your best.

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Goals

Goal 1: SFJH will promote high achievement with instructional processes designed to enhance the academic performance of all students.

Performance Objective 1: 15% improvement in meeting Closing the Gap targets achieving Level Meets or Masters on STAAR for each subject at each grade level

Evaluation Data Sources: STAAR data, Curriculum Based Assessments, Data Dialogues





Strategy 1: Teachers will disaggregate data from unit tests and through data dialogues to determine areas of focus, spiraling concepts and teaching strategies.

Strategy's Expected Result/Impact: Unit tests, data dialogues	Formative
Staff Responsible for Monitoring: Teachers, principal	Nov
Title I Schoolwide Elements: None	Jan
TEA Priorities: Build a foundation of reading and math	Mar
ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 2: Teachers will monitor scores for focus groups to improve closing the gap scores and over all STAAR achievement ,(White students, Economically disadvantaged, special education.)

Strategy's Expected Result/Impact: DMAC reports, Unit tests, STAAR results	Formative
Staff Responsible for Monitoring: Teachers, principal	Nov
Title I Schoolwide Elements: 2.4, 2.5, 2.6	Jan
TEA Priorities: Improve low-performing schools	Mar
ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 3: Students will use Apex Learning in for STAAR remediation

Strategy's Expected Result/Impact: Apex Reports	Formative Nov Jan Mar Summative June	
Staff Responsible for Monitoring: Principal teachers, teachers		
Title I Schoolwide Elements: 2.4		Problem Statements: None
TEA Priorities: Improve low-performing schools		Funding Sources: None
ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction		
 No Progress  Accomplished  Continue/Modify  Discontinue		

Performance Objective 2: The JH attendance will be 96% or above for the year.

Evaluation Data Sources: TAPR, TxEIS reports, call log

Strategy 1: Campus secretaries will monitor attendance daily and call all parents of students who are absent.	
Strategy's Expected Result/Impact: TxEIS reports, call logs, TAPR	Formative
Staff Responsible for Monitoring: Secretaries, principals	Nov
Title I Schoolwide Elements: None	Jan
TEA Priorities: None	Mar
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	
Strategy 2: Attendance letters will be sent to notify parents of students concerning excessive absences at 3, 6, 9, 10, and 11 absences.	
Strategy's Expected Result/Impact: TxEIS reports, letters documented	Formative
Staff Responsible for Monitoring: Secretaries, principals	Nov
Title I Schoolwide Elements: None	Jan
TEA Priorities: None	Mar
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	
Strategy 3: Students with excessive unexcused absences will be addressed according to the district attendance policy.	
Strategy's Expected Result/Impact: TxEIS reports, documented letters sent	Formative
Staff Responsible for Monitoring: Secretaries, principal	Nov
Title I Schoolwide Elements: None	Jan
TEA Priorities: None	Mar
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	





Strategy 4: Students who exceed the state limit of 10% absences will be considered by the attendance committee to consider promotion or retention.

Strategy's Expected Result/Impact: TxEIS reports, letters documented, meeting documentation	Formative Nov Jan Mar Summative June
Staff Responsible for Monitoring: Secretaries, principal, committee members	
Title I Schoolwide Elements: None	
TEA Priorities: None	
ESF Levers: None	
Problem Statements: None	
Funding Sources: None	

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Performance Objective 3: SFJH will ensure all 8th grade students have developed graduation plans.

Evaluation Data Sources: Graduation plan document in DMAC

Strategy 1: Counselor will meet with all 8th grade students to develop graduation plans.		
Strategy's Expected Result/Impact: Increase Graduation Rate		Formative
Staff Responsible for Monitoring: Counselor / Administrator		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Jan
TEA Priorities: None	Funding Sources:	Mar
ESF Levers: None	None	Summative
		June
Strategy 2: The counselor will meet with all parents to discuss and approve all graduation plans		
Strategy's Expected Result/Impact: Increase graduation rate		Formative
Staff Responsible for Monitoring: Counselor / Administrator		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Jan
TEA Priorities: None	Funding Sources:	Mar
ESF Levers: None	None	Summative
		June
 No Progress  Accomplished  Continue/Modify  Discontinue		

Goal 2: SFJH will foster positive relationships between the community, parents and other campuses to ensure effective communication and promote student achievement.

Performance Objective 1: SFJH will provide opportunities for parent and community involvement.

Evaluation Data Sources: Announcements, agendas, minutes, sign-in sheets.

Strategy 1: All teachers will have at least 10 parent contacts per each six weeks.		
Strategy's Expected Result/Impact: Teacher documentation, remind alerts		Formative
Staff Responsible for Monitoring: Principal, teachers		Nov
Title I Schoolwide Elements: 3.2	Problem Statements: None	Jan
TEA Priorities: Improve low-performing schools	Funding Sources:	Mar
ESF Levers: Lever 3: Positive School Culture	None	Summative
		June
Strategy 2: Report cards and/or progress reports will be mailed to all parents every 3 weeks.		
Strategy's Expected Result/Impact: mail		Formative
Staff Responsible for Monitoring: Principal, secretaries		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Jan
TEA Priorities: None	Funding Sources:	Mar
ESF Levers: None	None	Summative
		June

Strategy 3: Campus facebook account will be opened for parent communication and announcements.	
Strategy's Expected Result/Impact: account remind alerts	Formative
Staff Responsible for Monitoring: Principal	Nov
Title I Schoolwide Elements: 2.6	Jan
TEA Priorities: Improve low-performing schools	Mar
ESF Levers: Lever 3: Positive School Culture	Summative
Problem Statements: None	June
Funding Sources: None	
Strategy 4: Grade book access accounts will be offered to all parents.	
Strategy's Expected Result/Impact: account information mailed	Formative
Staff Responsible for Monitoring: Principal secretaries	Nov
Title I Schoolwide Elements: 2.6	Jan
TEA Priorities: Improve low-performing schools	Mar
ESF Levers: Lever 3: Positive School Culture	Summative
Problem Statements: None	June
Funding Sources: None	
Strategy 5: Parent conferences will be offered to all parents once per year.	
Strategy's Expected Result/Impact: sign-in sheet	Formative
Staff Responsible for Monitoring: Principal, teachers	Nov
Title I Schoolwide Elements: 2.6	Jan
TEA Priorities: Improve low-performing schools	Mar
ESF Levers: Lever 3: Positive School Culture	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 6: Back-To-School Night will be scheduled each year in August.


Strategy's Expected Result/Impact: Sign-in sheet	Formative
Staff Responsible for Monitoring: Principal	
Title I Schoolwide Elements: 2.6	
TEA Priorities: Improve low-performing schools	
ESF Levers: Lever 3: Positive School Culture	
Problem Statements: None	Nov
Funding Sources: None	Jan
	Mar
	Summative
	June

Strategy 7: All teachers will have a remind account linked to mass communication at SFJH.

Strategy's Expected Result/Impact: Participation is 100% of staff using remind.	Formative
Staff Responsible for Monitoring: Principal	
Title I Schoolwide Elements: None	
TEA Priorities: None	
ESF Levers: None	
Problem Statements: None	Nov
Funding Sources: None	Jan
	Mar
	Summative
	June

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

Performance Objective 2: Asynchronous instruction will method will be established for the campus in order to provide at home learning whenever necessary.

Evaluation Data Sources: Google Classroom established for all classrooms. Attendance and progress will be monitored.

Strategy 1: All classes will have a Google Classroom.	
Strategy's Expected Result/Impact: Improve academic achievement	Formative
Staff Responsible for Monitoring: Teachers / Administrators	Nov
Title I Schoolwide Elements: None	Jan
TEA Priorities: None	Mar
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	
Strategy 2: All instructional staff will receive training in Google Suite	
Strategy's Expected Result/Impact: Maximize staff efficacy to improve student performance	Formative
Staff Responsible for Monitoring: Administration	Nov
Title I Schoolwide Elements: None	Jan
TEA Priorities: None	Mar
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 3: All core instructional classrooms will record and post instructional videos in Google Suite for parent and student use.

Strategy's Expected Result/Impact: Improved student performance		Formative Nov Jan Mar Summative June
Staff Responsible for Monitoring: Teachers / Administrators		
Title I Schoolwide Elements: None	Problem Statements: None	
TEA Priorities: None	Funding Sources: None	
ESF Levers: None		
 No Progress  Accomplished  Continue/Modify  Discontinue		





Goal 3: SFJH will provide positive, safe, secure professional learning environment.

Performance Objective 1: SFJH will have a drug prevention program.

Evaluation Data Sources: Plan in place

Strategy 1: Drug testing will be conducted for students who participate in extracurricular activities.		
Strategy's Expected Result/Impact: Test results		Formative
Staff Responsible for Monitoring: Athletic Director		Nov
Title I Schoolwide Elements: 2.6	Problem Statements: None	Jan
TEA Priorities: Improve low-performing schools	Funding Sources:	Mar
ESF Levers: Lever 3: Positive School Culture	None	Summative
		June
Strategy 2: Campus drug and alcohol resistance training will occur for all students.		
Strategy's Expected Result/Impact: Training in place		Formative
Staff Responsible for Monitoring: Principal, counselor		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Jan
TEA Priorities: None	Funding Sources:	Mar
ESF Levers: None	None	Summative
		June

Strategy 3: Campus students and staff will participate in Drug Free Week through planned activities that promote drug resistance.





Strategy's Expected Result/Impact: participation in program	Formative Nov Jan Mar Summative June	
Staff Responsible for Monitoring: Principal, Student council, sponor		
Title I Schoolwide Elements: None		Problem Statements: None
TEA Priorities: None		Funding Sources: None
ESF Levers: None		
 No Progress  Accomplished  Continue/Modify  Discontinue		

Performance Objective 2: All staff will be trained in identifying and preventing bullying.

Evaluation Data Sources: Agenda, Sign-in sheets





Strategy 1: Yearly training to address child abuse, bullying, shooter, suicide and other current topics will be conducted by administration at the beginning of each school year.	
Strategy's Expected Result/Impact: agenda, sign-in sheets	Formative
Staff Responsible for Monitoring: Principal	Nov
Title I Schoolwide Elements: 2.6	Jan
TEA Priorities: Improve low-performing schools	Mar
ESF Levers: Lever 3: Positive School Culture	Summative
Problem Statements: None	June
Funding Sources: None	
Strategy 2: Incident reports on bullying situations will be completed by staff to report and follow up on all potential problems.	
Strategy's Expected Result/Impact: reports	Formative
Staff Responsible for Monitoring: Principal, counselor, teachers	Nov
Title I Schoolwide Elements: None	Jan
TEA Priorities: None	Mar
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 3: SFJH will provide a suicide prevention program

Strategy's Expected Result/Impact: Reduce student suicide		Formative Nov Jan Mar Summative June
Staff Responsible for Monitoring: Administrator / Teachers		
Title I Schoolwide Elements: None	Problem Statements: None	
TEA Priorities: None	Funding Sources: None	
ESF Levers: None		
 No Progress  Accomplished  Continue/Modify  Discontinue		





Performance Objective 3: Emergency drills will be conducted regularly during the school year.

Evaluation Data Sources: Reports following drills.

Strategy 1: Drills for fire and extreme weather will be conducted.		
Strategy's Expected Result/Impact: Drill documentation		Formative
Staff Responsible for Monitoring: Principal		Nov
Title I Schoolwide Elements: 2.6	Problem Statements: None	Jan
TEA Priorities: Improve low-performing schools	Funding Sources:	Mar
ESF Levers: Lever 3: Positive School Culture	None	Summative
		June
 No Progress  Accomplished  Continue/Modify  Discontinue		





Performance Objective 4: The campus threat assessment team will be established and meet threat assessment guidelines

Evaluation Data Sources: Threat assessment team documentation completed

Strategy 1: The threat assessment team will attend training to be certified to be a team member		
Strategy's Expected Result/Impact: To provide a safe school environment		Formative
Staff Responsible for Monitoring: administration		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Jan
TEA Priorities: None	Funding Sources:	Mar
ESF Levers: None	None	Summative
		June
Strategy 2: The threat assessment team will investigate and monitor any possible threat		
Strategy's Expected Result/Impact: Provide a safe school environment		Formative
Staff Responsible for Monitoring: Administration		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Jan
TEA Priorities: None	Funding Sources:	Mar
ESF Levers: None	None	Summative
		June
 No Progress  Accomplished  Continue/Modify  Discontinue		

Performance Objective 5: SFJH will adopt and establish a guidance program addressing the social and emotional needs of our students





Evaluation Data Sources: Adopted program identified and utilized by all students and staff

Strategy 1: Teachers will be trained in the implementation of the SFJH adopted guidance program		
Strategy's Expected Result/Impact: Improve student performance		Formative
Staff Responsible for Monitoring: Principal / Teachers / Counselor		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Jan
TEA Priorities: None	Funding Sources:	Mar
ESF Levers: None	None	Summative
		June
Strategy 2: Students will be educated in social / emotional learning		
Strategy's Expected Result/Impact: Improve student performance		Formative
Staff Responsible for Monitoring: Administrator / Counselor		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Jan
TEA Priorities: None	Funding Sources:	Mar
ESF Levers: None	None	Summative
		June
 No Progress  Accomplished  Continue/Modify  Discontinue		

Goal 4: SFJH will recruit, develop and retain highly qualified staff to optimize student achievement.





Performance Objective 1: 100% of academic core subject area classes will continue to be taught by teachers that are certified in their teaching fields and paraprofessionals in compliance with federal and state law.

Evaluation Data Sources: Highly Qualified Annual Compliance Report

Strategy 1: 100% of teaching certificates will be reviewed annually for proof of appropriate content and grade level certification.	
Strategy's Expected Result/Impact: Teaching certificate review	Formative
Staff Responsible for Monitoring: Principal	Nov
Title I Schoolwide Elements: 2.6	Jan
TEA Priorities: Recruit, support, retain teachers and principals	Mar
ESF Levers: Lever 2: Effective, Well-Supported Teachers	Summative
Problem Statements: None	June
Funding Sources: None	
 No Progress  Accomplished  Continue/Modify  Discontinue	





Performance Objective 2: 100% of the professional development attended by SFJH instructional staff will be aligned with District and Campus Improvement Plans.

Evaluation Data Sources: End of year teacher training documentation, District-training certificates

Strategy 1: Staff training attendance monitoring will occur at each opportunity when a training is requested.	
<p>Strategy's Expected Result/Impact: 100% of training attended as documented will be researched based in an area of instruction.</p> <p>All attended training will be approved by principal through AESOP.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: None</p> <p>TEA Priorities: None</p> <p>ESF Levers: None</p>	Formative
	Nov
	Jan
	Mar
	Summative
<p>Problem Statements: None</p> <p>Funding Sources: None</p>	June
 No Progress  Accomplished  Continue/Modify  Discontinue	





Performance Objective 3: SFJH will recruit the most qualified personnel by attending university and local job fairs and advertising campus vacancies in relevant sources as applicable to the needs of the campus to fill 100% of campus vacancies each school year.

Evaluation Data Sources: Job Fair information

Strategy 1: Job fairs will be attended by the SFJH principal in the spring.		
Strategy's Expected Result/Impact: job fair attendance		Formative
Staff Responsible for Monitoring: Principal		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Jan
TEA Priorities: None	Funding Sources:	Mar
ESF Levers: None	None	Summative
		June
Strategy 2: Review of all applications received at job fair will occur after being received from applicants.		
Strategy's Expected Result/Impact: application review		Formative
Staff Responsible for Monitoring: Principal		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Jan
TEA Priorities: None	Funding Sources:	Mar
ESF Levers: None	None	Summative
		June
 No Progress  Accomplished  Continue/Modify  Discontinue		

Performance Objective 4: Attract teachers that are the most qualified for job openings.





Evaluation Data Sources: Posting, applications of qualified teachers.

Strategy 1: Post all job openings on the online application system, ESC 16, TASA, and through local university job fairs.	
Strategy's Expected Result/Impact: review online job postings when an opening has occurred	Formative
Staff Responsible for Monitoring: Principal	Nov
Title I Schoolwide Elements: None	Jan
TEA Priorities: Improve low-performing schools	Mar
ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Summative
Problem Statements: None	June
Funding Sources: None	
 No Progress  Accomplished  Continue/Modify  Discontinue	

Goal 5: SFJH will comply with all state and federal requirements.





Performance Objective 1: SFJH will serve homeless students by meeting their specific academic and other needs.

Evaluation Data Sources: Counselor documentation.

Strategy 1: All parents will complete a yearly McKinney-Vento paper work as registration occurs.		
Strategy's Expected Result/Impact: Paper work in student files		Formative
Staff Responsible for Monitoring: Principal, counselor		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Jan
TEA Priorities: None	Funding Sources:	Mar
ESF Levers: None	None	Summative
		June
 No Progress  Accomplished  Continue/Modify  Discontinue		





Performance Objective 2: SFJH will continue to identify and serve all At Risk students by meeting their academic needs.

Evaluation Data Sources: At-risk reports

Strategy 1: Students that are identified as at-risk will be monitored and assessed for their academic needs and performance and progress.		
Strategy's Expected Result/Impact: The students' performance at the end of the year.		Formative
Staff Responsible for Monitoring: Counselor, teacher, principal		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Jan
TEA Priorities: None	Funding Sources:	Mar
ESF Levers: None	None	Summative
		June
 No Progress  Accomplished  Continue/Modify  Discontinue		

Performance Objective 3: All staff will receive training in recognizing and reporting child abuse

Evaluation Data Sources: Certificate of Training

Strategy 1: State training will be completed by each teacher in the are of reporting child abuse		
Strategy's Expected Result/Impact: Improved Student Health and social skill awareness		Formative
Staff Responsible for Monitoring: Administrator / Teachers		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Jan
TEA Priorities: None	Funding Sources:	Mar
ESF Levers: None	None	Summative
		June
 No Progress  Accomplished  Continue/Modify  Discontinue		