

**Santa Fe Independent School District**  
**Santa Fe Junior High**  
**2022-2023 Campus Improvement Plan**

**Accountability Rating: C**



**Board Approval Date:** September 19, 2022  
**Public Presentation Date:** September 19, 2022

# 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 4
  - Student Achievement 6
  - School Culture and Climate 9
  - Staff Quality, Recruitment, and Retention 11
  - Curriculum, Instruction, and Assessment 12
  - Parent and Community Engagement 14
  - School Context and Organization 15
  - Technology 16
- Priority Problem Statements 18
- Goals 19
  - Goal 1: Santa Fe Junior High staff utilizes funds in a fiscally responsible manner to optimize student educational experiences. 20
  - Goal 2: Santa Fe Junior High staff provides effective modes of communication to disseminate information and obtain feedback both internally and externally. 21
  - Goal 3: Santa Fe Junior High staff ensures a positive culture of high expectations for all students, staff, families, and the community. 25
  - Goal 4: Santa Fe Junior High staff impacts student achievement positively through high standards of professional learning. 29
  - Goal 5: Santa Fe Junior High provides strategies for literacy development for all students. 33
  - Goal 6: Santa Fe Junior High staff develops collaborative partnerships with students, staff, families, and the the community. 38
  - Goal 7: Santa Fe Junior High staff provides equitable access to technology for all students to increase engagement and learning. 42
- Plan Notes 43

# Comprehensive Needs Assessment

## Needs Assessment Overview

### Needs Assessment Overview Summary

On June 23, 2022, the committee convened to review all data areas. They met from 8-12 at Cowan Administration Building. The committee reviewed 8 areas and identified strengths and problems. After identifying strengths and problems, the committee prioritized the problems using a root cause analysis.

After reviewing the data they came up with the following priorities to address in the 2022-2023 school year.

- 8th Science (below state) and Social Studies (at state) needs to improve
- Math needs to be improved across the board, grades 6-8. We are below state at all proficiency levels.
- Special Education and ESL students fell below the all students category in all areas.
- Culture & Climate need to improve for staff and students so they can be more involved in the school

They also listed the following as strengths:

- RLA scores are above the state average.
- LEP students met the ELP target in Domain III
- CTE enrollment is up from the previous year

## **Demographics**

### **Demographics Summary**

### **Enrollment**

SFJH serves grades 6-8. In 2021-2022, SFJH had a student population of 1,024 students.

### **Economic Disadvantaged**

SFJH has a 49% Economic Disadvantaged enrollment in 2021-2022.

### **Ethnicity**

SFJH is comprised of approximately 72% White students, 24% Hispanic students, and 2% 2 or more races.

### **Student Groups**

SFJH had 55 ESL students, 120 Special Education Students, and 602 at-risk students in 2021-2022.

### **Attendance**

SFJH had an attendance average of 93.17% in 2021-2022.

*The district attendance target is 96%.*

# Student Achievement

## Student Achievement Summary

### 2022 STAAR Results

6th grade Math achieved 65% AGL, 26% Meets, and 7% Masters.

7th grade Math achieved 55% AGL, 25% Meets, and 7% Masters.

8th grade Math achieved 63% AGL, 21% Meets, and 1% Masters.

8th grade Algebra achieved 99% AGL, 72% Meets, and 41% Masters.

6th grade Reading achieved 73% AGL, 41% Meets, and 22% Masters.

7th grade Reading achieved 79% AGL, 51% Meets, and 33% Masters.

8th grade Reading achieved 83% AGL , 54% Meets, and 33% Masters.

8th grade Science achieved 61% AGL, 33% Meets, and 15% Masters.

8th grade Social Studies achieved 57% AGL, 27% Meets, and 15% Masters.

## Santa Fe Junior High 2022.23 STAAR Goals

“Peace, Love, and Learn” our way to an “A”!

**Long Term Goal #1:** Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2022 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.

	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>
Math	<b>Approaches:</b> 88 to 88 (Adv=100) <b>Meets:</b> 62 to 72 (Adv=100) <b>Masters:</b> 36 to 46 (Adv=90)	<b>Approaches:</b> 65 to 80 (Adv=100) <b>Meets:</b> 26 to 36 (Adv=75) <b>Masters:</b> 7 to 17 (Adv=50)	<b>Approaches:</b> 55 to 80 (Adv=100) <b>Meets:</b> 25 to 35 (Adv=75) <b>Masters:</b> 7 to 17 (Adv=50)
Reading	<b>Approaches:</b> 88 to 88 (Adv=100) <b>Meets:</b> 64 to 74 (Adv=92) <b>Masters:</b> 42 to 52 (Adv=70)	<b>Approaches:</b> 73 to 83 (Adv=100) <b>Meets:</b> 41 to 51 (Adv=75) <b>Masters:</b> 22 to 32 (Adv=50)	<b>Approaches:</b> 79 to 89 (Adv=100) <b>Meets:</b> 51 to 61 (Adv=80) <b>Masters:</b> 33 to 43 (Adv=60)
Science			<b>Approaches:</b> 61 to 80 (Adv=100) <b>Meets:</b> 33 to 43 (Adv=75) <b>Masters:</b> 15 to 25 (Adv=50)
Social Studies			<b>Approaches:</b> 57 to 80 (Adv=100) <b>Meets:</b> 27 to 37 (Adv=75) <b>Masters:</b> 15 to 25 (Adv=50)

**Note:** Numbers/goals are based on 2022 STAAR cohort data, where applicable; if cohort data is not available from 2022, data and goals are based on the last group of students to take the STAAR test in that content area. The goal for “Approaches” in 6<sup>th</sup> grade will be to maintain the successful results from the previous year due to the historical dip in scores during the transitional year



year due to the historical dip in scores during the transitional year  
and the cohort's high achievement in 5<sup>th</sup> grade. **Advanced**  
**student goals are highlighted in yellow.**



### **Problem Statements Identifying Student Achievement Needs**

**Problem Statement 1:** Grades 6-8 Math scores are below state averages. **Root Cause:** Need improvement in the implementation of the new Math curriculum.

**Problem Statement 2:** Grade 8 Science is below the state average. **Root Cause:** Need improvement in the implementation of the curriculum.

**Problem Statement 3:** Special Education students are not performing as well as other student groups. **Root Cause:** Teachers are not using differentiated strategies to meet their individual needs.

**Problem Statement 4:** ESL students are not performing as well as all other student groups. **Root Cause:** Teachers are not using differentiated strategies to meet their individual needs.

# School Culture and Climate

## School 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

### Instructional Coaching

Our campus has a Math, Reading, and Science/Social Studies Instructional Coach. The coaching model was implemented in 2018-2019.

There are two Instructional Coaching Coordinators and all coaches have received extensive coaching training. Whole group and individual coaching cycles for core academic areas occur on each campus.

## **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 professional 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 part-time professional who monitors and assists new teachers as needed. In addition, SFISD offers high quality job embedded professional learning opportunities, teacher leadership opportunities, and collaborative campus cultures to retain teachers and improve instruction.

SFJH has approx. 86 total staff including 60 teachers, 12 professional support, 4 campus administrators, and 8 aides.

# 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. Innovation Configuration (IC) maps to help measure the impact of the work.

During the 2022-2023 school year, the District will continue the implementation of Readers and Writers Workshop. Students learn within the framework of structured literacy and grow as a readers, writers, speakers, and listeners. The workshop model allows students to be at the center of their literacy adventure with an exposure to areas of high interest for individual learners and to be instructed with an explicit and systematic approach. Reading Language Arts curriculum and instruction documents are created from best practices provided by a multitude of resources such as Ohio State University, Teacher's College at Columbia University, and Patterns of Power.

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 2021-2022 called Eureka Math and 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 a resource for social studies. DBQ uses primary and secondary sources to support discourse and written expression on a variety of social studies topics.

Spanish classes will access an online resource to for reading, writing, speaking, and listening. 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.

The Instructional Coaching Model continues for the 2022-2023 school year. Teachers have access to and support from subject specific instructional coaches to assist teachers in reaching their instructional goals resulting in higher student achievement. One additional instructional coach has been added to the junior high in 2021-2022 to support professional

learning and increase student outcomes.

Various learning cohorts and academies were formed within the district to strengthen and reinforce our leaning systems for academic success. Principals, assistant principals, teacher leaders, and other teacher representatives participated in book studies focused upon field related work to develop common practices and procedures to support adult and student learning.

# Parent and Community Engagement

## Parent 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.

# School Context and Organization

## School Context and Organization Summary

### Santa Fe Junior High

- Principal, Florence Adkins
- Assistant Principal, Gina Seyl
- Assistant Principal, Elizabeth Davis
- Assistant Principal, Kristen Lawrence
- Counselor, Katie Casey
- Counselor, Monica McCollum

Identified strengths of the SFISD school context and organization are as follows:

- Administrative/counseling organization by campus
- Participation in 3 CTE programs of study
- Xello implementation campus wide
- 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



# Technology

## Technology Summary

The District faces many challenges from aging computer equipment, equality, and standardization of technology devices between campuses. These challenges are being addressed in the District goals.

- During the summer of 2022, the District purchased 24 interactive touch panels for Kubacak and RJ Wollam and 25 laser projectors for secondary to begin refreshing aging STAR Boards and bulb projectors.
- In 2021-2022, The District purchased 1,000 Dell touch screen laptops through the Emergency Connectivity Fund (ECF) grant to continue to refresh secondary student laptops. 100 teacher laptops were also purchased through ECF to meet the needs of increased staff numbers and para-professionals that work directly with students each day.
- In 2020-2021, the District purchased 2,000 Dell laptops through the Operation Connectivity grant. These devices were used to refresh secondary student devices.
- In 2019-2020, the District refreshed student computers for kindergarten and first grade. These touchscreen devices that can be used like a tablet or a full laptop. Additionally, the District refreshed classroom teacher laptops with Dell touchscreen devices that can mirror cast to the classroom projectors.
- Cybersecurity is a top priority for Santa Fe ISD. In March of 2022, the District implemented a managed internal broadband service (MIBS) plan that includes a 24/7 monitoring piece that will alert key staff in a timely manner in the event a breach is detected. Additionally, multiple levels of protection, including a firewall with an additional fail over firewall, have been implemented.
- Beginning in 2020-21, the Technology Department consists of 2 staff members trained to facilitate instructional technology professional development for District staff. The district continues to take advantage of cloud infrastructure. Microsoft Office 365 and Cloud storage will allow students and staff to have access to files and applications from any location with internet access. Microsoft InTune allows district issued student devices to be monitored and managed off-premise.
- Canvas, the district's Learning Management System, is used to provide students with a portal to access a variety of instructional tools and materials which include lesson plans, assignments, quizzes, research materials, and a calendar to keep up with due dates. The District is rebooting how we use this system to make sure we are getting the most for the money invested in this program. Including the ability for teachers to have direct access to Canvas for technical assistance using the Chat Tier one support that was purchased for this year.
- In 2020-2021, the District adopted Linewize, in conjunction with Gaggle, as the district content filter and student safety monitoring. These systems archive all internet history and allow the District to address policy issues and help with building good Digital citizens.
- In 2021-2022, the District added ClassWize to allow teachers to monitor classroom device activity from one location. This allows teachers to refocus students if they begin to veer off the intended assignment site and allows teachers to interact with students from their device to an individual student, a group, or whole class.
- Connectivity between campuses consists of redundant, 10GB fiber connections that provide fast transfer of data between locations and redundancy in the event one of these lines get compromised.
- Internet bandwidth has been increased from 1GB to 1.5 GB in 2021-2022 .
- Our Technology Staff consists of skilled technicians that support District needs and maintain technology equipment throughout the District.
- The Eduphoria HelpDesk application greatly enhances our ability to track and keep up with technology requests and keeps the operation of the technology department running efficiently.

- SFISD campuses have wireless connectivity suitable to support the growing number of student computers. Wireless access points are present in every classroom and in common areas, ensuring solid connections during classroom instruction. In 2020-2021, all access points at SFJH and SFHS were refreshed. Kubacak and RJW are scheduled to be refreshed in the summer of 2023.
- PK-6th grade classrooms are all equipped with student laptop carts. In 2022-23, students in grades 7-12 will receive a student laptop, charger, and protective carrying case. This provides students with the tools necessary to succeed in 21st-century learning.
- Desktop computer labs have reduced in numbers at the campuses due to the current availability of student laptop computers, however, some computer labs are still in place provide additional technology learning environments for students as well as specialized instruction geared towards software applications and successful research practices with Technology TEKS focus.
- Microsoft Office 365 provides storage and file access for staff and students. In addition, Microsoft continues to increase security and add collaborative applications that are useful in classroom instruction and include assistive technology features.

# Priority Problem Statements

# Goals

**Goal 1:** Santa Fe Junior High staff utilizes funds in a fiscally responsible manner to optimize student educational experiences.

**Performance Objective 1:** SFJH will correctly utilize the budget guidelines created by Zero-Based Budgeting and all expenditures will be in support of campus goals which are based on the campus needs assessment.

**Evaluation Data Sources:** The budget will be reviewed quarterly.

**Goal 1:** Santa Fe Junior High staff utilizes funds in a fiscally responsible manner to optimize student educational experiences.

**Performance Objective 2:** CTE funds will be allocated to support career development activities in CTE courses.

**Goal 2:** Santa Fe Junior High staff provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

**Performance Objective 1:** Santa Fe Junior High staff will provide effective modes of communication to disseminate information and obtain feedback both internally and externally as evidenced by artifacts including displayed mission/vision, displayed respect agreements, disciplinary correspondence, newsletters, call out log, Skyward email log, and district/campus website notifications.

**High Priority**

**HB3 Goal**





**Evaluation Data Sources:** cited artifacts

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Staff professional development to introduce the SFJH discipline plan will be held at the beginning of the year. Teachers will be given an opportunity to give input, ask clarifying questions, and familiarize themselves with the new procedures. Additionally, referral dos/don'ts will be reviewed.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will provide effective modes of communication to disseminate information and obtain feedback both internally and externally as evidenced by artifacts including displayed mission/vision, displayed respect agreements, disciplinary correspondence, newsletters, call out log, Skyward email log, and district/campus website notifications.</p> <p><b>Staff Responsible for Monitoring:</b> principal, assistant principal</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May

Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> All staff will attend Fred Jones training at the beginning of the year to gain useful tools and strategies to prevent classroom discipline problems. This will include a book study of Tools for Teaching.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will provide effective modes of communication to disseminate information and obtain feedback both internally and externally as evidenced by artifacts including displayed mission/vision, displayed respect agreements, disciplinary correspondence, newsletters, call out log, Skyward email log, and district/campus website notifications.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and assistant principals</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Curr&amp;Inst, - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Our faculty newsletter, Tribal Truth, will be disseminated each week which will include current events, school news, and celebrations.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will provide effective modes of communication to disseminate information and obtain feedback both internally and externally as evidenced by artifacts including displayed mission/vision, displayed respect agreements, disciplinary correspondence, newsletters, call out log, Skyward email log, and district/campus website notifications.</p> <p><b>Staff Responsible for Monitoring:</b> principal, assistant principals</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Staff roles and responsibilities will be revamped at the beginning of the year to include specific areas of responsibility and will be distributed to staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will provide effective modes of communication to disseminate information and obtain feedback both internally and externally as evidenced by artifacts including displayed mission/vision, displayed respect agreements, disciplinary correspondence, newsletters, call out log, Skyward email log, and district/campus website notifications.</p> <p><b>Staff Responsible for Monitoring:</b> principal</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Each core area teacher will develop and email parents a "Week in Review &amp; Sneak Peek at Next Week" every Friday.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will provide effective modes of communication to disseminate information and obtain feedback both internally and externally as evidenced by artifacts including displayed mission/vision, displayed respect agreements, disciplinary correspondence, newsletters, call out log, Skyward email log, and district/campus website notifications.</p> <p><b>Staff Responsible for Monitoring:</b> teachers, department heads</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>



Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Each team of teachers will meet with Dr. Adkins monthly to address student and overall campus discipline concerns so that our campus administration can work with teachers to develop intervention plans for student and campus success.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will provide effective modes of communication to disseminate information and obtain feedback both internally and externally as evidenced by artifacts including displayed mission/vision, displayed respect agreements, disciplinary correspondence, newsletters, call out log, Skyward email log, and district/campus website notifications.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 3:** Santa Fe Junior High staff ensures a positive culture of high expectations for all students, staff, families, and the community.

**Performance Objective 1:** Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.

**High Priority**





**HB3 Goal**

**Evaluation Data Sources:** completed climate surveys

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> A student council will be formed at Santa Fe Junior High to include officer elections, "Tribal Buddies" program, school spirit committee, spirit weeks, and student outreach activities (bulletin boards, students of the month, school clean up, etc.).</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p><b>Staff Responsible for Monitoring:</b> principal, student council sponsor</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> A campus-wide respect agreement will be placed in each classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p><b>Staff Responsible for Monitoring:</b> principal, assistant principals</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Each team of teachers will meet with Dr. Adkins monthly to discuss celebrations.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levels:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> The SFJH discipline plan will be adjusted based on leadership team input. Assistant principals will be required to meet with the referring teacher should the plan be adjusted for any reason.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p><b>Staff Responsible for Monitoring:</b> Principal; assistant principals</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levels:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Indian Success Camp will be developed and incorporated into the first three weeks of school during 4th period.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p><b>Staff Responsible for Monitoring:</b> assistant principal; teachers</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levels:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> SFJH staff will establish a "Brain Break" room for our students and staff to utilize which will include areas for physical activity, meditation, and sensory stimulation.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p><b>Staff Responsible for Monitoring:</b> SFJH Staff</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> A tracking system, eCampusUSA, will be purchased and implemented to address tardies, dress code, cell phones, and laptop violations.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p><b>Staff Responsible for Monitoring:</b> principal, assistant principals, teachers</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> Social and Emotional Learning professional development will be held for staff at the beginning of the year. The focus will be on "Character Strong" and include character building activities that all teachers can incorporate into their lessons weekly.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p><b>Staff Responsible for Monitoring:</b> district PBIS/SEL training team</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 9 Details	Formative Reviews		
<p><b>Strategy 9:</b> Displays throughout the campus will reflect our "Peace, Love, and Learning" theme; in addition, our mission, vision, and core values will be posted throughout the school.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p><b>Staff Responsible for Monitoring:</b> principal</p> <p><b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 10 Details	Formative Reviews		
<p><b>Strategy 10:</b> A new CTE elective, Principals of Human Services, will be added to our master schedule that aligns with a SFHS program of study to allow our students to get a head start on identifying a career interest.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate a positive culture of high expectations for all students, staff, families, and the community through the end of the year employee, parent, and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselors</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 4:** Santa Fe Junior High staff impacts student achievement positively through high standards of professional learning.

**Performance Objective 1:** Create a professional learning system to improve practice through a collaborative culture of continuous improvement resulting in increased student achievement.

**Evaluation Data Sources:** Evaluation Data Sources





STAAR, Benchmark testing results, Survey Results, Walk-Through data, Coaching data, Observational data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Our professional learning communities follow and document the Cycle of Continuous Improvement.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> campus administrators</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Title II</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Administrators will attend the Texas Association of Secondary School Principals to stay current on best practices and legislative changes.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> campus administrators</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Title II</p>	Formative		
	Nov	Feb	May

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> A new PLC protocol will be developed to adjust from a daily PLC meeting to a weekly PLC meeting. Campus administration and instructional coaches will collaborate weekly to choose appropriate professional learning thought the PLCs based on data.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> campus administrators</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Title II</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Coaches collaborate with the administrative team and set personal goals for PLCs and individual coaching cycles that align with current goals. The goal is for coaches and administrators to work collaboratively to hold individuals and teams accountable to the continuous improvement cycle that results in increased student achievement.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> campus administrators</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Title II</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Teachers take part in the campus goal setting process. Staff share a common understanding of the mission, vision, and values and can model them in the daily life of school.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> campus administrators</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Title II</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Teachers have clear professional learning goals to improve their practice.  <b>Strategy's Expected Result/Impact:</b> increased student achievement  <b>Staff Responsible for Monitoring:</b> campus administrators</p> <p><b>TEA Priorities:</b>  Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college  - <b>ESF Levers:</b>  Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> All staff will attend Stetson Training on differentiation strategies to incorporate into the classroom with a focus on differentiating to meet the needs of special education students.  <b>Strategy's Expected Result/Impact:</b> increased student achievement  <b>Staff Responsible for Monitoring:</b> campus administrators</p> <p><b>TEA Priorities:</b>  Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools  - <b>ESF Levers:</b>  Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction  <b>Funding Sources:</b> - Title II</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> Front loading planning days will be incorporated into our district calendar at the beginning of each 9 week period to analyze data and develop plans.  <b>Strategy's Expected Result/Impact:</b> increased student achievement  <b>Staff Responsible for Monitoring:</b> PLC administrator, instructional coaches, and teachers</p> <p><b>TEA Priorities:</b>  Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools  - <b>ESF Levers:</b>  Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>



Strategy 9 Details	Formative Reviews		
<p><b>Strategy 9:</b> Our leadership team will participate in a leadership retreat, prior to the start of school, to review changes in policies, procedures, and to team build.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p><b>- ESF Levels:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 10 Details	Formative Reviews		
<p><b>Strategy 10:</b> SFJH staff will participate in an ELL professional development day with our highly trained ELL staff to review classroom strategies that aide our ELL students in mastering the TELPAS components (listening, speaking, reading, and writing), with a focus on speaking and writing. This will include a book study on 38 Academic Language Builders by Seidlitz Publishing.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levels:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 11 Details	Formative Reviews		
<p><b>Strategy 11:</b> SFJH will improve individual student growth by creating healthy clusters when scheduling students with disabilities and provide scheduled time for intentional collaboration between the special education and general education teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> counselors, ARD facilitator, principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p><b>- ESF Levels:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 5:** Santa Fe Junior High provides strategies for literacy development for all students.

**Performance Objective 1:** Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2022 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.

**High Priority**

**HB3 Goal**





**Evaluation Data Sources:** Common assessment and STAAR results

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> The Santa Fe Junior High lesson plan template will be designed to be the collaborative and cumulative product at the end of each PLC weekly cycle. It will include daily and specific plans for higher level questioning and formative assessments based on data analysis of recent assessments.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2022 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.</p> <p><b>Staff Responsible for Monitoring:</b> principal, instructional coaches</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May

Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> A Professional Learning Community Weekly Tracking Sheet will be developed and implemented that indicates where the grade level PLC in the Cycle of Continuous Improvement.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2022 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.</p> <p><b>Staff Responsible for Monitoring:</b> principal, instructional coaches, department heads</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> The SFJH master schedule will be revamped to eliminate a daily PLC period. This will result in lower teacher to student ratios in classes resulting in small group rotations becoming more frequent, less distractions, and more time on task.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2022 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.</p> <p><b>Staff Responsible for Monitoring:</b> instructional coaches</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Individual Student Goal Sheets will be developed and kept in the classroom of all STAAR tested areas. These goal sheets allow students in STAAR tested areas and their teacher to meet individually at several "checkpoints" during the year to monitor the student's progress toward their individual growth goal. It incorporates examining past data, parental involvement, and PBIS elements to foster a relationship of transparency and trust.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2022 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.</p> <p><b>Staff Responsible for Monitoring:</b> principal, instructional coaches, teachers</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Classroom data walls will be developed and displayed in all STAAR tested content areas. The data walls will display our STAAR campus goal for the content area and each class periods' most recent assessment data to track progress toward reaching the goal.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2022 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.</p> <p><b>Staff Responsible for Monitoring:</b> principal, instructional coaches, teachers</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Professional learning will be provided to all math teachers to support the new math curriculum ( Carnegie Math) and small group instruction will be incorporated regularly to focus on connecting Carnegie strategies to how they will be assessed on the STAAR test.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2022 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches; district coordinators</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Region 4 training - Title II</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> We will incorporate the new STAAR formatted questions at least one time weekly into each STAAR testing subject to provide students with the practice needed to apply learned concepts the way they will be assessed.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2022 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, assistant principals, instructional coaches, district coordinators</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Title II</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> Lowman consulting will provide 8th grade social studies teachers with a 1/2 day workshop that will incorporate classroom strategies research-based areas of focus for the state assessment. This will include a detailed curriculum and classroom lesson structure that will be put in place for 6th-8th social studies to establish vertical alignment.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased performance on STAAR Reading Informational Text and Grade 8 STAAR Social Studies</p> <p><b>Staff Responsible for Monitoring:</b> Principal, assistant principal, instructional coach, district coordinator, classroom teachers</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 4: High-Quality Curriculum</p>	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 6:** Santa Fe Junior High staff develops collaborative partnerships with students, staff, families, and the the community.

**Performance Objective 1:** Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.

**High Priority**

**HB3 Goal**





**Evaluation Data Sources:** completed climate surveys

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Students of the month will be selected from each team based on their ability to demonstrate the "Character Strong" focus of the month. Students of month will be recognized by administration through parent phone calls and their pictures will be displayed for all to see.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.</p> <p><b>Staff Responsible for Monitoring:</b> principal, counselor, student council sponsor</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Faculty will nominate a staff member of the week and staff members will select a staff member of the month based on the weekly winners.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.</p> <p><b>Staff Responsible for Monitoring:</b> principal, assistant principal, counselor</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Awards assembly recognitions will be held at the end of each 9 week period. Parents will be invited to attend as students will be recognized for perfect attendance, A honor roll, and citizenship awards.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.</p> <p><b>Staff Responsible for Monitoring:</b> counselors</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Meet the Teacher Night will be held at the beginning of the year. Teachers will conduct live presentations of their classroom policies, procedures, and expectations.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.</p> <p><b>Staff Responsible for Monitoring:</b> principal, instructional coaches, teachers</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May







Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> 6th Grade Orientation face to face opportunity will be held at the beginning of the year. Incoming 6th grade students will meet teachers, administration, and tour the building before official first day.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.</p> <p><b>Staff Responsible for Monitoring:</b> principal, assistant principal, teachers</p> <p><b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> SFJH will hold a "Kindness Carnival" in the spring to spotlight the importance of respecting and supporting each other.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant principals, counselors, teachers</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> A "Sunshine Committee" will be formed at SFJH that is staff led to propose morale-boosting ideas to campus leadership.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, counselors</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> Santa Fe Junior High will form a POP (Parents on Patrol) program to increase adult visibility on campus and build a sense of community.</p> <p><b>Strategy's Expected Result/Impact:</b> Santa Fe Junior High staff will demonstrate collaborative partnerships with students, staff, families, and the community by parent and student climate surveys resulting in positive feedback as reflected by an 80% or higher approval rating on all indicators.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 7:** Santa Fe Junior High staff provides equitable access to technology for all students to increase engagement and learning.

**Performance Objective 1:** Continue to provide equitable access to technology and technology applications to all students.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> All students will have access to a district issued laptop, our Learning Management System (LMS), and TEKS aligned learning applications.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student engagement and accessibility to classroom coursework and resources.</p> <p><b>Staff Responsible for Monitoring:</b> JH Admin</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Continue to work with Instructional Coaches and classroom teachers to integrate instructional technology in the classroom with an emphasis on moving up Bloom's level as it applies to technology (example of resources used: SAMR or PAGER model).</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student engagement and rigor.</p> <p><b>Staff Responsible for Monitoring:</b> JH Admin, Instructional Coordinators and Coaches, and Technology Department</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

# Plan Notes

## Santa Fe Junior High 2022.23 STAAR Goals

“Peace, Love, and Learn” our way to an “A”!

**Long Term Goal #1:** Santa Fe Junior High staff and students will demonstrate effective, data-driven instructional practices by performing a minimum of 10% points higher than our 2022 STAAR results in all passing standards (approaches, meets, and masters), with no lower than 80% approaches, across all STAAR tested areas and subgroups as measured by cohort, where applicable.

	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>
Math	<b>Approaches:</b> 88 to 88 (Adv=100) <b>Meets:</b> 62 to 72 (Adv=100) <b>Masters:</b> 36 to 46 (Adv=90)	<b>Approaches:</b> 65 to 80 (Adv=100) <b>Meets:</b> 26 to 36 (Adv=75) <b>Masters:</b> 7 to 17 (Adv=50)	<b>Approaches:</b> 55 to 80 (Adv=100) <b>Meets:</b> 25 to 35 (Adv=75) <b>Masters:</b> 7 to 17 (Adv=50)
Reading	<b>Approaches:</b> 88 to 88 (Adv=100) <b>Meets:</b> 64 to 74 (Adv=92) <b>Masters:</b> 42 to 52 (Adv=70)	<b>Approaches:</b> 73 to 83 (Adv=100) <b>Meets:</b> 41 to 51 (Adv=75) <b>Masters:</b> 22 to 32 (Adv=50)	<b>Approaches:</b> 79 to 89 (Adv=100) <b>Meets:</b> 51 to 61 (Adv=80) <b>Masters:</b> 33 to 43 (Adv=60)
Science			<b>Approaches:</b> 61 to 80 (Adv=100) <b>Meets:</b> 33 to 43 (Adv=75) <b>Masters:</b> 15 to 25 (Adv=50)
Social Studies			<b>Approaches:</b> 57 to 80 (Adv=100) <b>Meets:</b> 27 to 37 (Adv=75) <b>Masters:</b> 15 to 25 (Adv=50)

**Note:** Numbers/goals are based on 2022 STAAR cohort data, where applicable; if cohort data is not available from 2022, data and goals are based on the last group of students to take the STAAR test in that content area. The goal for “Approaches” in 6<sup>th</sup> grade will be to maintain the successful results from the previous year due to the historical dip in scores during the transitional year and the cohort’s high achievement in 5<sup>th</sup> grade. **Advanced student goals are highlighted in yellow.**



