

Sealy Independent School District

Sealy Junior High

2023-2024 Goals/Performance Objectives/Strategies



Board Approval Date: August 30, 2023
Public Presentation Date: August 30, 2023

Mission Statement

Sealy ISD, where inspired learners create the future

Vision

Students of Sealy ISD will be prepared to positively impact the world. We envision a school community where we accomplish this by:

Establishing a Professional Learning Community

Working in effective collaborative teams

Identifying essential learning standards

Monitoring student progress continually

Providing interventions and enrichment for all students

Table of Contents

Goals 4





- Goal 1: Communication is essential to building meaningful relationships and ensuring student success. 4
- Goal 2: Sealy ISD and the community are partners in a unified effort to support our students. 4
- Goal 3: A diploma from Sealy ISD means that you are prepared for whatever comes next. 6
- Goal 4: Meaningful and purposeful student, staff, and community engagement lead to student success. 8
- Goal 5: Sealy ISD is well positioned for future growth. 10
- Goal 6: Sealy ISD strategically aligns resources to support the district's mission and vision. 12

Goals

Goal 1: Communication is essential to building meaningful relationships and ensuring student success.

Performance Objective 1: By May 2024, SJH will host 3 "Parent Learning Walks" to communicate SJH learning focus and building initiatives with the community.

Evaluation Data Sources: -Sign in sheets

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Principal will design, publicize, and deliver "Parent Learning Walks."</p> <p>Strategy's Expected Result/Impact: Community Attendance:</p> <ul style="list-style-type: none"> -Increased levels of instructional delivery -Increased Student Performance -Increased community support -Improved School Climate <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Achievement 2 - Curriculum, Instruction, and Assessment 2 - Parent and Community Engagement 1</p>	Formative		
	Nov	Feb	July
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Performance Objective 1 Problem Statements:

Student Achievement
<p>Problem Statement 2: STAAR scores in the "likely passed" section were not as high as we would have liked. Root Cause: Lack of rigor and lower academic expectations.</p>
Curriculum, Instruction, and Assessment
<p>Problem Statement 2: STAAR scores in the "likely passed" section were not as high as we would have liked. Root Cause: Lack of rigor and lower academic expectations.</p>
Parent and Community Engagement
<p>Problem Statement 1: We want more parent and community involvement on the instructional side of what we do. Root Cause: Lack of opportunities for parents to engage with the school other than extra-curricular.</p>

Goal 2: Sealy ISD and the community are partners in a unified effort to support our students.

Performance Objective 1: SJH will communicate what is happening in the building on social media, averaging two weekly posts.

Evaluation Data Sources: -Social Media Posts

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Share via social media twice a week, pictures of teachers presenting lessons.</p> <p>Strategy's Expected Result/Impact: -Increase in effective learning experiences being delivered</p> <ul style="list-style-type: none"> -Increased parent involvement -Positive school climate with the community -Improve teacher morale <p>Staff Responsible for Monitoring: Instructional Coach</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Achievement 2 - Curriculum, Instruction, and Assessment 2 - Parent and Community Engagement 1</p>	Formative		
	Nov	Feb	July
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Share via social media twice a week, pictures of student experiences while at SJH.</p> <p>Strategy's Expected Result/Impact: -Increase morale for students</p> <ul style="list-style-type: none"> -Increased parent involvement -Positive school climate with the community <p>Staff Responsible for Monitoring: Student Success Coordinator</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Problem Statements: Parent and Community Engagement 1</p>	Formative		
	Nov	Feb	July
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Performance Objective 1 Problem Statements:

Student Achievement
<p>Problem Statement 2: STAAR scores in the "likely passed" section were not as high as we would have liked. Root Cause: Lack of rigor and lower academic expectations.</p>

Curriculum, Instruction, and Assessment

Problem Statement 2: STAAR scores in the "likely passed" section were not as high as we would have liked. **Root Cause:** Lack of rigor and lower academic expectations.





Parent and Community Engagement

Problem Statement 1: We want more parent and community involvement on the instructional side of what we do. **Root Cause:** Lack of opportunities for parents to engage with the school other than extra-curricular.

Goal 3: A diploma from Sealy ISD means that you are prepared for whatever comes next.

Performance Objective 1: By May 2024, SJH will refine systems to prioritize staff growth and intentionality and ensure SJH students (including our areas of high needs, such as ESL and Algebra 1) have the best and most trained teachers year to year, as evident from feedback on staff surveys. Reading Language Arts and Algebra will meet to build a cohesive curriculum to ensure students receive equitable learning.

Evaluation Data Sources: -Student Scores

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers will meet with the instructional coach twice weekly to participate in the PLC/ design process.</p> <p>Strategy's Expected Result/Impact: -Increased teacher performance -Increase in student performance</p> <p>Staff Responsible for Monitoring: Instructional Coach</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Student Achievement 2 - Curriculum, Instruction, and Assessment 2</p> <p>Funding Sources: High Needs Stipends - Title II - \$3,200, Collaborative Curriculum Stipends - Title II - \$2,100, Salary - Title III</p>	Formative		
	Nov	Feb	July
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Common Formative Assessments are designed and delivered around our REAL standards and rigorous release STAAR questions.</p> <p>Strategy's Expected Result/Impact: -Increased student performance</p> <p>Staff Responsible for Monitoring: Instructional coach / Principal</p> <p>ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Student Achievement 2 - Curriculum, Instruction, and Assessment 2</p>	Formative		
	Nov	Feb	July
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Performance Objective 1 Problem Statements:

Student Achievement
<p>Problem Statement 2: STAAR scores in the "likely passed" section were not as high as we would have liked. Root Cause: Lack of rigor and lower academic expectations.</p>





Curriculum, Instruction, and Assessment

Problem Statement 2: STAAR scores in the "likely passed" section were not as high as we would have liked. **Root Cause:** Lack of rigor and lower academic expectations.

Goal 4: Meaningful and purposeful student, staff, and community engagement lead to student success.

Performance Objective 1: By May 2024, SJH will implement a faculty meeting framework designed around utilizing data to create ideas and action plans to improve organizational effectiveness.

Evaluation Data Sources: -Building Data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Create monthly data graphics to drive "Flow (fearless learning organization workshop)" Meetings. Meetings will use data to drive breakout groups to create action plans for given data.</p> <p>Strategy's Expected Result/Impact: -Improved organizational performance</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Problem Statements: Student Achievement 2, 3 - School Culture and Climate 3 - Staff Quality, Recruitment, and Retention 3 - Curriculum, Instruction, and Assessment 2, 3 - Parent and Community Engagement 1, 2 - School Context and Organization 3 - Technology 2</p>	Formative		
	Nov	Feb	July
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Performance Objective 1 Problem Statements:

Student Achievement
<p>Problem Statement 2: STAAR scores in the "likely passed" section were not as high as we would have liked. Root Cause: Lack of rigor and lower academic expectations.</p>
<p>Problem Statement 3: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>
School Culture and Climate
<p>Problem Statement 3: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>
Staff Quality, Recruitment, and Retention
<p>Problem Statement 3: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>
Curriculum, Instruction, and Assessment
<p>Problem Statement 2: STAAR scores in the "likely passed" section were not as high as we would have liked. Root Cause: Lack of rigor and lower academic expectations.</p>
<p>Problem Statement 3: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>
Parent and Community Engagement
<p>Problem Statement 1: We want more parent and community involvement on the instructional side of what we do. Root Cause: Lack of opportunities for parents to engage with the school other than extra-curricular.</p>

Parent and Community Engagement

Problem Statement 2: Our building, teaching tools, and furniture are aging. **Root Cause:** The building, furniture, and teaching tools are old, and maintenance cannot keep up.

School Context and Organization

Problem Statement 3: Our building, teaching tools, and furniture are aging. **Root Cause:** The building, furniture, and teaching tools are old, and maintenance cannot keep up.





Technology

Problem Statement 2: Our building, teaching tools, and furniture are aging. **Root Cause:** The building, furniture, and teaching tools are old, and maintenance cannot keep up.

Goal 5: Sealy ISD is well positioned for future growth.

Performance Objective 1: By May 2024, the SJH administration will work with the SISD administration to create a plan for the SJH building and resources.

Evaluation Data Sources: -Meeting Documentation

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: SJH and SISD meeting to coordinate the future for SJH.</p> <p>Strategy's Expected Result/Impact: -Clarity</p> <p>Staff Responsible for Monitoring: -Principal and Superintendent</p> <p>ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Achievement 3 - School Culture and Climate 3 - Staff Quality, Recruitment, and Retention 3 - Curriculum, Instruction, and Assessment 3 - Parent and Community Engagement 2 - School Context and Organization 3 - Technology 2</p>	Formative		
	Nov	Feb	July
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Performance Objective 1 Problem Statements:

Student Achievement
<p>Problem Statement 3: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>
School Culture and Climate
<p>Problem Statement 3: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>
Staff Quality, Recruitment, and Retention
<p>Problem Statement 3: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>
Curriculum, Instruction, and Assessment
<p>Problem Statement 3: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>
Parent and Community Engagement
<p>Problem Statement 2: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>
School Context and Organization
<p>Problem Statement 3: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>





Technology

Problem Statement 2: Our building, teaching tools, and furniture are aging. **Root Cause:** The building, furniture, and teaching tools are old, and maintenance cannot keep up.

Goal 6: Sealy ISD strategically aligns resources to support the district's mission and vision.

Performance Objective 1: By May 2024, SJH will utilize a majority of discretionary funds for professional development, building improvement, and staff engagement. SJH will also continue to support safety by ensuring we have a campus resource officer.

Evaluation Data Sources: -Financial Records
-List of professional development and staff engagement opportunities.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Campus will identify needs for operations, growth, and engagement.</p> <p>Strategy's Expected Result/Impact: -Intentional focus</p> <p>Staff Responsible for Monitoring: -Principal</p> <p>ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Achievement 3 - School Culture and Climate 3 - Staff Quality, Recruitment, and Retention 3 - Curriculum, Instruction, and Assessment 3 - Parent and Community Engagement 2 - School Context and Organization 3 - Technology 2</p>	Formative		
	Nov	Feb	July
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Performance Objective 1 Problem Statements:

Student Achievement
<p>Problem Statement 3: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>
School Culture and Climate
<p>Problem Statement 3: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>
Staff Quality, Recruitment, and Retention
<p>Problem Statement 3: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>
Curriculum, Instruction, and Assessment
<p>Problem Statement 3: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>
Parent and Community Engagement
<p>Problem Statement 2: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>
School Context and Organization
<p>Problem Statement 3: Our building, teaching tools, and furniture are aging. Root Cause: The building, furniture, and teaching tools are old, and maintenance cannot keep up.</p>

Technology

Problem Statement 2: Our building, teaching tools, and furniture are aging. **Root Cause:** The building, furniture, and teaching tools are old, and maintenance cannot keep up.