

# **Ferris Independent School District**

## **Ferris High School**

### **2021-2022 Formative Review**

**Accountability Rating: Not Rated: Declared State of Disaster**

# Table of Contents








Goals	3
Goal 1: All Ferris ISD students will be empowered to achieve academic growth and success through strategically designed curriculum and dynamic instruction that are purposefully planned to lay a foundation of literacy and numeracy.	3
Goal 2: Ferris ISD will actively recruit, develop, and retain highly-effective, dynamic teaching staff and will provide ongoing relevant professional development, resources, and support to ensure high-quality, effective instruction and academic rigor persist in a variety of innovative and flexible learning environments.	5
Goal 3: Ferris ISD will provide safe and secure working, teaching, and learning environments that emphasize proactive accountability and will foster a positive physical, social, and emotional culture that extends into the greater community.	6
Goal 4: Ferris ISD will build and strengthen positive relationships through transparent communication and engagement processes with all stakeholders.	7

# Goals

**Goal 1:** All Ferris ISD students will be empowered to achieve academic growth and success through strategically designed curriculum and dynamic instruction that are purposefully planned to lay a foundation of literacy and numeracy.

**Performance Objective 1:** Ferris HS will increase ELAR STAAR I and II performance by 8% this school year.







**Evaluation Data Sources:** Ferris HS will use data from common assessments to develop spiral plans for low performing TEKS.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Use STAAR Mock testing to provide specific targeted data and increased opportunities for student awareness of the testing expectations. <b>Strategy's Expected Result/Impact:</b> Increase performance on STAAR EOC and targeted instructional support at the individual student level. <b>Staff Responsible for Monitoring:</b> Campus EOC teachers, assistant principals, and principal.  <b>Schoolwide and Targeted Assisted Title I Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Targeted Support Strategy - Additional Targeted Support Strategy</b>	Formative			Summative
	Nov	Feb	Apr	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 1:** All Ferris ISD students will be empowered to achieve academic growth and success through strategically designed curriculum and dynamic instruction that are purposefully planned to lay a foundation of literacy and numeracy.

**Performance Objective 2:** Ferris HS will increase Algebra I performance by 8% year over year.

**Evaluation Data Sources:** Common Assessments, Reteach tools/ assessments.







Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
<b>Strategy 1:</b> Use STAAR Mock testing to provide specific targeted data and increased opportunities for student awareness of the testing expectations. <b>Strategy's Expected Result/Impact:</b> Increase performance on STAAR EOC and targeted instructional support at the individual student level. <b>Staff Responsible for Monitoring:</b> Campus EOC teachers, assistant principals, and principal.  <b>Schoolwide and Targeted Assisted Title I Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Targeted Support Strategy - Additional Targeted Support Strategy</b>				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** All Ferris ISD students will be empowered to achieve academic growth and success through strategically designed curriculum and dynamic instruction that are purposefully planned to lay a foundation of literacy and numeracy.

**Performance Objective 3:** Ferris HS will increase student success in the 2022 and 2023 Cohorts on TSIA 2.0

#### HB3 Goal


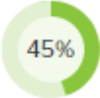




**Evaluation Data Sources:** Campus will utilize data from the Spring of 2021 to see the growth of both cohorts over the course of the year with the implementation of Texas College Bridge and targeted instructional supports.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
<b>Strategy 1:</b> Ferris HS will increase the numbers of students graduating with TSIA met status by 20% overall for Cohorts 2022 and 2023 by monitoring curriculum and increasing teacher training. <b>Strategy's Expected Result/Impact:</b> - Increase college readiness for students. - Increase alignment to district goals of opening multiple pathways for students. - Increase access to dual enrollment and dual credit courses for students. - Increase access to trade school programs through MOU with TSTC that require TSIA met status. <b>Staff Responsible for Monitoring:</b> CTE Director, Director of Secondary Schools, Principal, 11th & 12th teachers for TSIA students.  <b>Schoolwide and Targeted Assisted Title I Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Targeted Support Strategy - Additional Targeted Support Strategy</b>				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Ferris ISD will actively recruit, develop, and retain highly-effective, dynamic teaching staff and will provide ongoing relevant professional development, resources, and support to ensure high-quality, effective instruction and academic rigor persist in a variety of innovative and flexible learning environments.

**Performance Objective 1:** Increase teacher's desire to remain in Ferris ISD.


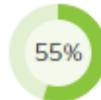




**Evaluation Data Sources:** -Mid and end of year surveys.  
- Stay interview transcripts.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ferris HS will use Mid and End of year campus evaluations to review success/ happiness of staff. Additionally, Ferris HS will complete reflection circles in the spring semester to review what makes people want to stay or leave the campus. <b>Strategy's Expected Result/Impact:</b> - Lower turn over - Increased engagement in people's passions for teaching and connecting with their WHY <b>Staff Responsible for Monitoring:</b> - Campus principal, CLT, Assistant Principals, Counselors  <b>Schoolwide and Targeted Assisted Title I Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture - <b>Targeted Support Strategy</b>	Formative			Summative
	Nov	Feb	Apr	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2:** Ferris ISD will actively recruit, develop, and retain highly-effective, dynamic teaching staff and will provide ongoing relevant professional development, resources, and support to ensure high-quality, effective instruction and academic rigor persist in a variety of innovative and flexible learning environments.

**Performance Objective 2:** Ferris HS will develop pathways to recruit area teachers through strategic partnerships.


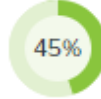




**Evaluation Data Sources:** - Engagement and meetings with outside parties.  
- Developed MOU to get students on campus to complete student teaching, serve as AVID tutors, and other academic support roles.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
<b>Strategy 1:</b> Ferris HS will seek to develop a partnership for a student teacher pipeline with two neighboring university systems including: University of North Texas Dallas and Southwestern Assemblies of God University to recruit local students seeking a career in education. <b>Strategy's Expected Result/Impact:</b> - Increased support through student and intern teachers on campus. - Expanded college model for students through the AVID program. - Expanded opportunities for PD and student pathways to college through college partners. <b>Staff Responsible for Monitoring:</b> Campus principal, Director of Secondary Learning, CTE Director  <b>Schoolwide and Targeted Assisted Title I Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** Ferris ISD will provide safe and secure working, teaching, and learning environments that emphasize proactive accountability and will foster a positive physical, social, and emotional culture that extends into the greater community.

**Performance Objective 1:** Ferris HS will implement an effective discipline management and enforce the student code of conduct in a fair and equitable manner. We will provide a safe, secure, and orderly environment.









**Evaluation Data Sources:** Improved discipline reporting and out of class time for students.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
<b>Strategy 1:</b> Teachers will work to create safe learning environments by establishing and maintaining strong classroom management systems. <b>Strategy's Expected Result/Impact:</b> Improved discipline reporting and out of class time for students. <b>Staff Responsible for Monitoring:</b> Principal, assistant principals, counselors, and classroom teachers.  <b>Schoolwide and Targeted Assisted Title I Elements:</b> 2.5, 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** Ferris ISD will provide safe and secure working, teaching, and learning environments that emphasize proactive accountability and will foster a positive physical, social, and emotional culture that extends into the greater community.

**Performance Objective 2:** Ferris HS will increase community awareness on the importance of attendance in school.


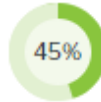




**Evaluation Data Sources:** Daily attendance rate, loss of credit reporting, and systems implementation.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ferris HS will use new staffing model to implement a minute for minute loss of credit system. <b>Strategy's Expected Result/Impact:</b> - Real awareness of instructional minutes lost will be a consistent conversation with students and families. - Increase student attendance through crucial conversation. - Increase in parents provided proper documentation for campus absences. <b>Staff Responsible for Monitoring:</b> PEIMS/ Attendance Clerks, Assistant Principals, Principal, Secondary Dean of Discipline  <b>Schoolwide and Targeted Assisted Title I Elements:</b> 2.5, 2.6, 3.1 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ferris HS will implement weekly attendance meetings with campus staff to review attendance. <b>Strategy's Expected Result/Impact:</b> - Quicker response to areas of concern. - Aligned expectations from all central leadership.. - Improved process to track, identify, and support students in danger of loss of credit or truancy. <b>Staff Responsible for Monitoring:</b> PEIMS/ Attendance Clerks, Assistant Principals, Principal, Secondary Dean of Discipline  <b>Schoolwide and Targeted Assisted Title I Elements:</b> 2.5, 2.6, 3.1 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Feb	Apr	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 4:** Ferris ISD will build and strengthen positive relationships through transparent communication and engagement processes with all stakeholders.

**Performance Objective 1:** Ferris HS will work to grow parent involvement by introducing parent committees to support campus planning and direction.


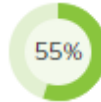




**Evaluation Data Sources:** Google forms and agendas from parent committee meetings.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ferris HS will add a parent committee to support developing partnerships for dual credit and increased course offerings through the P-TECH program. <b>Strategy's Expected Result/Impact:</b> Increased parent engagement and connection to the campus vision and goals. <b>Staff Responsible for Monitoring:</b> Principal, assistant principals, and CLT.  <b>Schoolwide and Targeted Assisted Title I Elements:</b> 3.1, 3.2 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:** Ferris ISD will build and strengthen positive relationships through transparent communication and engagement processes with all stakeholders.

**Performance Objective 2:** Ferris HS will develop a marketing plan that showcases the partners and programs coming with the P-TECH program.

**Evaluation Data Sources:** Community feedback, engagement, and overall buzz regarding the new school opportunity.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ferris HS will host meetings at multiple time periods to support increase parent engagement in the P-TECH early college model. <b>Strategy's Expected Result/Impact:</b> - Excitement and engagement in the new school within a school model. - Increased college readiness expectations beginning before high school. - Reframed thinking on summer learning with bridge programming. <b>Staff Responsible for Monitoring:</b> - CTE Director, Principal, Assistant Principals, Director of Secondary Learning.  <b>Schoolwide and Targeted Assisted Title I Elements:</b> 2.5, 2.6, 3.1, 3.2 - <b>TEA Priorities:</b> 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 3: Positive School Culture	Formative			Summative
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**Goal 4:** Ferris ISD will build and strengthen positive relationships through transparent communication and engagement processes with all stakeholders.

**Performance Objective 3:** Ferris HS will use data from Texas Workforce Commission to find partners that lead to high paying career and paid internships for students.



### HB3 Goal

**Evaluation Data Sources:** - Workforce data reports from both Ellis and Dallas County, Workforce data from partners at both TSTC and Dallas College.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
<p><b>Strategy 1:</b> Ferris HS will seek out business/ industry partners that align to high yield career pathways for students in our geographic area.</p> <p><b>Strategy's Expected Result/Impact:</b> - Strong relationships between the job market and local school system. - Pipeline of industry experts to lead learning with students and staff. - Pathways to paid internships while in HS for students in the first cohort of the P-TECH program.</p> <p><b>Staff Responsible for Monitoring:</b> - CTE Director, Principal, Assistant Principals, Director of Secondary Learning.</p> <p><b>Schoolwide and Targeted Assisted Title I Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - <b>ESF</b></p> <p><b>Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>				
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