

Hillsboro Independent School District

Hillsboro Junior High School

2018-2019 Goals/Performance Objectives/Strategies



Mission Statement

Preparing Today's Students for Tomorrow's World

Core Beliefs

Hillsboro Junior High School's KEY to success is the belief that Knowledge Empower You. We believe that you can BE the CHANGE you want to see in the world. Students CHALLENGE themselves to be the best they can to be successful. Students and teachers set HIGH Expectations for the the year and work to reach those goals. HJHS is very ACCEPTING of all students and thrives on opportunities to hear Student Voice in making decisions. Students should NEVER give up on oneself and strive for excellence. GENUINE student ownership of their learning is essential for student success at HJHS utilizing a digital portfolio and student work samples. EVERYONE has Exceptional results when fully committed to being the change you want to see in the world.

Table of Contents

Goals	4
Goal 1: Through collaborative efforts ensure a focus on the quality of work provided all learners.	4
Goal 2: Increase understanding of and commitment to the HISD Beliefs by developing a sense of ownership among key audiences.	6
Goal 3: Broaden and strengthen the capacity of the school district as community builders to ensure common understanding of the needs and interests of those we serve beginning with students and including other key audiences.	7
Comprehensive Support Strategies	8

Goals

Goal 1: Through collaborative efforts ensure a focus on the quality of work provided all learners.

Performance Objective 1: Engaging experiences which lead to profound learning result from the work of dedicated individuals working collaboratively throughout the district/schools to design meaningful experiences for their targeted audience.

Evaluation Data Source(s) 1: Campus administration will perform regular classroom walkthroughs to monitor meaningful experiences and student engagement.

Campus administration will attend and actively participate in curricular teacher trainings.

CBA data will be monitored to track student progress and data analysis meetings will be led by campus administration.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Comprehensive Support Strategy Critical Success Factors CSF 1</p> <p>1) Teachers will receive training on TEKS Resource System, Lead4ward, and supplemental materials to gain a deeper understanding of the tools and resources that should be used to provide our students with meaningful experiences.</p>	2.4	DCSI, Secondary Curriculum Facilitator, and Principal	Increased meaningful engagement in the classroom that results in increased CBA scores throughout the year.			
<p>Problem Statements: Curriculum, Instruction, and Assessment 1 Funding Sources: Federal, State, Local - 0.00</p>						
<p>Comprehensive Support Strategy Critical Success Factors CSF 1</p> <p>2) Conduct a curriculum audit with JH staff.</p>	2.5	Principal, DCSI, Executive Director of C&I, and Secondary Curriculum Facilitator	Determine what materials are needed to plan effective lessons and utilize the resources to plan effective lessons 80% of the time.			
<p>Problem Statements: Student Achievement 2 Funding Sources: Federal, State, Local - 0.00</p>						
<p>Comprehensive Support Strategy Critical Success Factors CSF 2</p> <p>3) CBA data analysis and data conferences with campus leadership and instructional teams to ensure data is used to inform instruction and monitor student growth,</p>	2.6	DCSI, Campus Leadership. Secondary Curriculum Facilitator, Teachers	Progressive increase in student growth on CBAs throughout the year. This will ultimately positively impact student growth on STAAR at the end of the school year.			
<p>Problem Statements: Student Achievement 3 Funding Sources: Federal, State, Local - 0.00</p>						

 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Performance Objective 1 Problem Statements:

Student Achievement
<p>Problem Statement 2: The majority of subgroups did not meet the accountability target established by TEA. Root Cause 2: Teachers and administrators need to be routinely monitoring CBAs to establish weak areas and address in interventions.</p>
<p>Problem Statement 3: The majority of subgroups did not meet the growth status established by TEA. Root Cause 3: Teachers need to be routinely monitoring student progress through CBAs and establishing goals for their students.</p>
Curriculum, Instruction, and Assessment
<p>Problem Statement 1: The following students had limited grade level performance on STAAR: all students, AA, EL, and SPED. Root Cause 1: HJHS teachers do not administer regular CBAs to monitor and assess progress throughout the year.</p>

Goal 2: Increase understanding of and commitment to the HISD Beliefs by developing a sense of ownership among key audiences.






Performance Objective 1: Individuals and groups throughout the District embrace, support and act in accordance with the HISD beliefs.

Evaluation Data Source(s) 1: Campus administration will check campus and district website on a regular basis to verify that positive district and campus accomplishments have been posted.

Campus administration will verify that open positions have been posted immediately on our district website and Region 12's website.

Campus administration will verify that positive accomplishments have been posted on appropriate social media outlets.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Comprehensive Support Strategy Critical Success Factors CSF 7</p> <p>1) HJHS will continue to recruit and hire the best candidates that embrace our district core beliefs. We will recruit at the college level and positively promote our district on our website and social media outlets.</p>		Campus administration	Positively impact student behaviors and performance on CBAs and STAAR through increased teacher quality			
<p>Problem Statements: Staff Quality, Recruitment, and Retention 1 Funding Sources: Federal, State, Local - 0.00</p>						
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Performance Objective 1 Problem Statements:






Staff Quality, Recruitment, and Retention
<p>Problem Statement 1: HJHS has a limited number of applicants for open positions. Root Cause 1: We need to recruit at the colleges and promote our campus in a positive manner on social media outlets.</p>

Goal 3: Broaden and strengthen the capacity of the school district as community builders to ensure common understanding of the needs and interests of those we serve beginning with students and including other key audiences.

Performance Objective 1: Strong reciprocal school-community relationships drive increased involvement and support of programs and activities.

Evaluation Data Source(s) 1: Campus administrations will make sure that translators are provided for parent meetings. Counselor will be responsible for providing snacks at parent meetings and coordinating childcare with high school club sponsor. Positive phone call documentation will be turned into campus administration.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Comprehensive Support Strategy Critical Success Factors CSF 5</p> <p>1) Develop ways to help our parents and families feel welcome on our campus by providing Spanish translators as needed, providing food and childcare during meetings, and encourage positive phone calls home from teachers.</p>	3.1	Campus administration and teachers	Increased parental involvement			
<p>Problem Statements: Parent and Community Engagement 1 Funding Sources: Federal, State, Local - 0.00</p>						
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Performance Objective 1 Problem Statements:

Parent and Community Engagement
<p>Problem Statement 1: Parental involvement and participation needs improvement. Root Cause 1: Many parents feel intimidated or do not have a good perception of schools based on their own personal experience.</p>

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Teachers will receive training on TEKS Resource System, Lead4ward, and supplemental materials to gain a deeper understanding of the tools and resources that should be used to provide our students with meaningful experiences.
1	1	2	Conduct a curriculum audit with JH staff.
1	1	3	CBA data analysis and data conferences with campus leadership and instructional teams to ensure data is used to inform instruction and monitor student growth,
2	1	1	HJHS will continue to recruit and hire the best candidates that embrace our district core beliefs. We will recruit at the college level and positively promote our district on our website and social media outlets.
3	1	1	Develop ways to help our parents and families feel welcome on our campus by providing Spanish translators as needed, providing food and childcare during meetings, and encourage positive phone calls home from teachers.