

Katy Independent School District
Cardiff Junior High School
2022-2023 Goals/Performance Objectives/Strategies



Mission Statement

Our mission is to ensure the academic and personal growth of each student through enriching experiences focusing on collaboration, creativity, and critical thinking. We will prepare our students to be productive citizens and future leaders by setting high expectations and holding them accountable for their actions. We will provide a safe, inclusive learning community by encouraging effective and open communication and by respecting and celebrating differences.

Vision

Cardiff Junior High, in partnership with parents and the community, will empower each student to become a life-long learner who is responsible, productive, and engaged. All who enter the halls of CJH will feel safe, valued, and proud.

Value Statement

Core Values

Integrity

Respect

Dedication

Safe Environment

Accountability

Collaboration

Growth Mindset





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Goals





Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 1: (SI) Cardiff JH teachers will increase student academic growth and learning by increasing our use of differentiated learning in the classroom.

Strategy 1 Details	Reviews			
Strategy 1: Instructional Coaches will provide professional development for all core subject teachers on how to differentiate lessons by planning in terms of content, process, and product.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: When teachers and collaborative teams are planning lessons, they will indicate on their lesson plans how they are differentiating the lesson for the following levels of students: SPED, EL, Academic, and KAP/GT.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Administrator & IC content pairs will conduct routine classroom learning walks to observe evidence of differentiation and provide feedback to teachers using a team developed feedback form.	Formative			Summative
	Oct	Jan	Apr	June
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Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 2: Social Studies teachers will increase the number of GT students that achieve a score of MEETS GRADE LEVEL on the 8th Grade Social Studies STAAR Assessment to 90%.

Strategy 1 Details	Reviews			
Strategy 1: Social Studies teachers will increase their use of differentiation for GT/KAP students by implementing strategies that spark conversation, use debate, project-based learning, and individual writing activities.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Social Studies teachers will increase the use of choice for GT/KAP students to allow for more differentiation and increase student motivation.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Social Studies teachers will routinely monitor CBA and DLA data in collaborative team meetings to gauge progress on meeting this objective. Collaborative Teams will identify specific action steps to take if students are falling short of this objective.	Formative			Summative
	Oct	Jan	Apr	June
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Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 3: Social Studies teachers will increase the percentage of Special Education students scoring at the MEETS GRADE LEVEL on the Social Studies STAAR Assessment to 15%.

Strategy 1 Details	Reviews			
Strategy 1: Social Studies teachers will be provided with a refresher training on how to read student IEP accommodation pages, monitor student progress, and document efforts/progress in the SAS binder.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Social Studies teachers will increase their use of small group instruction for first-teach instruction and reteach.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Social Studies teachers will increase their use of structured conversations before completing a writing assignment.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Social Studies teachers will routinely monitor CBA and DLA data in collaborative team meetings to gauge progress on meeting this objective. Collaborative Teams will identify specific action steps to take if students are falling short of this objective.	Formative			Summative
	Oct	Jan	Apr	June
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Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 4: Social Studies teachers will increase the number of EL students who achieve a score of MEETS GRADE LEVEL on the Social Studies STAAR Assessment to 15%.

Strategy 1 Details	Reviews			
Strategy 1: Social Studies teachers will implement high yield instructional strategies that are effective for EL students, such as anchor charts, pre-teaching vocabulary, word walls, sentence stems, turn and talk, talk-read-talk-write, and QSSSA.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Social Studies teachers will provide structured conversation opportunities for EL students, especially before writing assignments.	Formative			Summative
	Oct	Jan	Apr	June
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Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 5: Science teachers will increase the percentage of students scoring at the MEETS and MASTERS GRADE LEVEL performance on the 8th Grade Science STAAR Assessment. For 2021-22 the percentages were 44% and 19% respectively.

Strategy 1 Details	Reviews			
Strategy 1: Science teachers will work in highly effective Collaborative Teams to plan lessons to promote learning for ALL students using a backwards by design planning model. Teams will meet twice per week at minimum to plan their unit calendars, plan assessments (including CBA and formative assessments), create daily lessons, and determine interventions/reteach as needed.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Science teachers will include in lesson plans how they will assess mastery of standards for ALL students and will include interventions for students who have not demonstrated mastery.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Science teachers will analyze data after each assessment to determine strengths and weaknesses of individual students and student groups to determine adjustments that need to be made for instructional planning and delivery.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Science teachers will provide on-going, teacher-directed after school tutorials available to ALL students.	Formative			Summative
	Oct	Jan	Apr	June
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Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 6: Science teachers will increase the number of special education students scoring at MEETS grade level performance on the 8th Grade STAAR Assessment.

Strategy 1 Details	Reviews			
Strategy 1: Science teachers will differentiate classroom instruction for SPED students through small group instruction, implementation of high impact strategies (such as visuals, vocabulary building, graphic organizers, etc.) and provide instructional supports.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Science teachers and SPED co-teachers/ paraprofessionals will monitor the progress of their SPED students through regular classroom observations and review of CBA data. Science teachers will determine what type of reteach/interventions will be implemented for the students who have not meet the learning objective. During class and ELT, the science teachers will provide small group instruction based on informal and formal assessment data, while SPED support staff will continue assisting the other students.	Formative			Summative
	Oct	Jan	Apr	June
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Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 7: Science teachers will increase the number of EL students scoring at MEETS grade level performance on STAAR in science.

Strategy 1 Details	Reviews			
Strategy 1: Professional development will be provided to science teachers on how to design supports for different proficiency levels of EL students.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Science teachers will routinely use high yield strategies including visual supports, turn and talk, and critical writing in first-teach instruction. Lessons are adapted based on the needs of students and content. These strategies will be indicated on lesson plans.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Science teachers conduct a review of EL student progress will occur at the end of each grading period. Collaborative teams will meet with the IC to review EL students who are not demonstrating academic success based on CBA results. Discussion and documentation will include what steps have been taken to help students be successful and what steps will be taken for the next grading period.	Formative			Summative
	Oct	Jan	Apr	June
<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 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 8: Science teachers will increase the number of KAP/GT students scoring at MASTERS grade level performance on STAAR in science.

Strategy 1 Details	Reviews			
Strategy 1: Science teachers will increase differentiation for GT/KAP students by implementing strategies that spark curiosity and increase conversations through scientific discourse.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Science teachers will provide compacted curriculum opportunities and student choice as options for differentiation.	Formative			Summative
	Oct	Jan	Apr	June
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Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 9: RLA teachers will increase the percentage of students demonstrating one plus years of growth in the following sub pops: two or more races and African American.

Strategy 1 Details	Reviews			
Strategy 1: RLA will utilize an interventionist push in/pull out model to support students who struggle with mastering the content.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: RLA will utilize small groups with differentiated instruction during first-teach lessons.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: RLA teachers will utilize testing data to determine the focus of small group lessons.	Formative			Summative
	Oct	Jan	Apr	June
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Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 10: RLA teachers will increase the percentage of students scoring at the MEETS and MASTERS Grade Level performance on the Reading STAAR Assessment in all grade levels.

Strategy 1 Details	Reviews			
Strategy 1: RLA teachers will routinely implementing ESL instructional strategies.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: RLA teachers will analyze data after informal and formal assessments. Teachers will review data by student by TEKS objective to identify which students need additional support on specific objectives. Collaborative Teams will document next steps based on what is observed in the data.	Formative			Summative
	Oct	Jan	Apr	June
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Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.





Performance Objective 11: Math teachers will increase the percentage of students demonstrating 1+ years of growth in math as measured by Domain 3 of STAAR. Using 2022 STAAR performance data from Domain 3, this would result in an increase of at least 8% for each of the following subpopulations: All Students, Hispanic, EL, and Special Ed.

Strategy 1 Details	Reviews			
Strategy 1: Math teachers will create data driven lesson plans using the 5E model.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Math teachers will disaggregate STAAR, DLA, and CBA data to identify learning targets two times per six weeks; identify essential TEKS, unpack essential TEKS, track data on essential TEKS throughout the year; use ELT to focus on essential TEKS.	Formative			Summative
	Oct	Jan	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Math teachers will create low floor/high ceiling differentiated tasks to engage ALL learners.	Formative			Summative
	Oct	Jan	Apr	June
<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 1: All learning environments will foster engagement by integrating personalized learning experiences.

Performance Objective 12: PE teachers will increase the number of students scoring at health fitness zones, as measured on FitnessGram, to contribute to optimal health

Evaluation Data Sources: FitnessGram, Class Observation, Formative and Summative fitness skill assessments





Strategy 1 Details	Reviews			
<p>Strategy 1: The campus Coordinated Approach to Child Health (CATCH) committee will meet at least once per semester to ensure alignment and integration between health and education across the school setting.</p> <p>Strategy's Expected Result/Impact: Students will be provided multiple opportunities to acquire knowledge and skills to promote healthy lifestyles.</p> <p>Staff Responsible for Monitoring: Administrators Physical Education Teachers</p>	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Students will participate in moderate and vigorous activities, in accordance with state mandated minutes per week, focused on the areas of: cardiovascular endurance, body strength endurance and flexibility.</p> <p>Strategy's Expected Result/Impact: Students will be provided multiple opportunities per week to increase cardiovascular endurance, body strength endurance and flexibility through the use of games, activities and stations in physical education class.</p> <p>Staff Responsible for Monitoring: Administrators Physical Education Teachers</p>	Formative			Summative
	Oct	Jan	Apr	June
<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 2: Katy ISD will actively support the emotional well-being of all learners.

Performance Objective 1: CJH will reduce instances of misbehavior in the classroom as measured by discipline referrals to the Assistant Principals and as measured by staff surveys.





Evaluation Data Sources: Comparison of 2019 & 2022 Staff Survey Data.

Strategy 1 Details	Reviews			
<p>Strategy 1: Train all staff on using CHAMPS, a proactive approach to behavior management.</p> <p>Strategy's Expected Result/Impact: Increase all staff members skill level with implementing best practice behavior management techniques.</p> <p>Staff Responsible for Monitoring: Assistant Principal for CHAMPS Core Team.</p> <p>Funding Sources: - 192 - Special Project - \$14,000</p>	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Advisory teachers will deliver character lessons from the Character Strong curriculum at least one day per week through Advisory periods. Lessons will also address prevention of bullying, cyberbullying, and harassment.</p> <p>Strategy's Expected Result/Impact: Increased students' awareness and demonstration of prosocial behaviors towards staff & peers.</p> <p>Staff Responsible for Monitoring: Assigned Counselor</p>	Formative			Summative
	Oct	Jan	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize a campus CHAMPS Core Team that is representative of each grade level to serve as the committee that will routinely collect data on student behavior, analyze the data, and make recommendations for campus policies/procedures to make targeted improvements for behavioral concerns.</p> <p>Strategy's Expected Result/Impact: Identify the most prevalent misbehaviors, behaviors that interfere most with student learning, or behaviors that have the greatest negative impact on the school environment. Recommend policies, procedures, or systems that reduce these behaviors.</p> <p>Staff Responsible for Monitoring: Assigned team member on CHAMPS Core Team.</p>	Formative			Summative
	Oct	Jan	Apr	June

Strategy 4 Details	Reviews			
<p>Strategy 4: A campus committee will design the framework for a campus-wide PBIS program to recognize and reinforce positive student behavior. All staff will be trained on how to implement the campus PBIS program</p> <p>Strategy's Expected Result/Impact: Increase positive student behaviors through frequent positive reinforcement.</p> <p>Staff Responsible for Monitoring: Assigned member of CHAMPS Core Team.</p> <p>Funding Sources: - 192 - Special Project - \$5,000</p>	Formative			Summative
	Oct	Jan	Apr	June
<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 2: Katy ISD will actively support the emotional well-being of all learners.





Performance Objective 2: Information on violence prevention and bullying prevention will be provided to parents, students and teachers.

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will be routinely reminded about avenues to communicate instances of bullying, harassment, and any other situations that may cause harm within the school community.</p> <p>Strategy's Expected Result/Impact: Students will clearly understand the procedures to communicate instances of bullying or other issues that may cause harm.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Staff will be trained at the beginning of the year and throughout the year on the procedures and processes for addressing instances of bullying, harassment, or other issues that may cause harm.</p> <p>Strategy's Expected Result/Impact: Staff will clearly understand the procedures to communicate instances of bullying or other issues that may cause harm.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Oct	Jan	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Parents will receive information from the district about available parent training session available throughout the year.</p> <p>Strategy's Expected Result/Impact: Help parents stay informed about the preventative measures in place at the campus as well as approaches parents can take to help address bullying or other issues that may cause harm to members of the school community.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Oct	Jan	Apr	June
<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: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Performance Objective 1: CJH will increase staff engagement to promote a more connected and resilient campus culture.

Evaluation Data Sources: Annual Staff Survey

Strategy 1 Details	Reviews			
Strategy 1: Routinely recognize staff members for accomplishments and positive contributions to promote a sense of value for each staff member. Strategy's Expected Result/Impact: Create a positive campus culture. Staff Responsible for Monitoring: Principal	Formative			Summative
	Oct	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Increase communication across all departments to build authentic relationships. Strategy's Expected Result/Impact: Increase staff connectedness with their colleagues. Staff Responsible for Monitoring: Department Chairs	Formative			Summative
	Oct	Jan	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Conduct monthly activities that increase staff engagement through a variety of school community events. Strategy's Expected Result/Impact: Increase staff connectedness with their colleagues. Staff Responsible for Monitoring: Department Chairs	Formative			Summative
	Oct	Jan	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				