

Friendswood Junior High Strategic Action Plan 2020-2021

Call to Action:	Through authentic experiences and relationships, Fisd will graduate confident learners equipped with knowledge, skills, and character to thrive in and contribute to a global society.
Goal:	We will redefine the measure of student success based on our beliefs and call to action.

Specific Result: 2.2 Provide strategic opportunities for students to explore and create individual pathways of success.

Action Steps	Lead/ Assisting	Start Date	End Date	Mid-Year Status (Jan.)	End of Year Status (June 1)	Evidence of Completion
2.2.1 Research and implement new clubs on campus to provide more opportunities for students to identify individual pathway	CLT, Lead Teachers	August 2019	June 2021			More student involvement in clubs/extracurricular activities Student surveys Teacher surveys
2.2.2 Research and develop career exploration/investigation into all areas of study	CLT, iCoach, Lead Teachers	Sept 2019	June 2021			Student survey results Lesson plans
2.2.3 Research introductory CTE courses aligned with FHS	Associate Principal, CTE teachers	Sept 2019	June 2021			Data collected
2.2.4 Explore options for career day	CLT, iCoach, MIS, Lead teachers	Sept 2019	June 2021			Data collected

Friendswood Junior High Strategic Action Plan 2020-2021

Call to Action:	Through authentic experiences and relationships, Fisd will graduate confident learners equipped with the knowledge, skills, and character to thrive in and contribute to a global society.
Goal:	We will redefine the measure of student success based on our beliefs and call to action.

Specific Result: 2.4 Establish a system that eliminates class rank and cultivates each student's unique path.

Action Steps:	Lead/ Assisting	Start Date	End Date	Mid-Year Status (Jan)	End of Year Status (June)	Evidence of Completion
2.4.1 Evaluate awards given at the end of the year, such as, "All A's", etc. to ensure they align with our beliefs and make changes as necessary	CLT, Lead Teachers	Sept 2019	May 2021	.		Award Ceremonies
2.4.2 Establish a system to recognize student's accomplishments in all areas (inside and outside of school)	CLT, SEL Committee	Sept 2019	ongoing			Social Media Announcements
2.4.3 Research grading practices that promote authentic learning	CLT, Lead Teachers	Sept 2019	June 2021			PLC Agendas Data collected
2.4.4 Research authentic assessments that promote authentic learning.	CLT, Lead Teachers	Sept 2019	June 2021			PLC Agendas Data collected

Friendswood Junior High Strategic Action Plan 2020-2021

Call to Action:	Through authentic experiences and relationships, FISD will graduate confident learners equipped with the knowledge, skills, and character to thrive in and contribute to a global society.
Goal:	We will provide professional learning that is aligned to our beliefs and call to action.

Specific Result: 3.2 Engage teachers to design professional learning that promotes the district call to action.

Action Steps	Lead/ Assisting	Start Date	End Date	Mid-Year Status (January)	End of Year Status	Evidence of Completion
3.2.1 Support continued development and implementation through PLC of each department's Problem of Practice/goals aligned with the Strategic Plan.	Admin, Lead Teachers, iCoach	August 2019	ongoing			PLC agendas Eduphoria Strive-Goals Teacher surveys Lead Teacher agendas
3.2.2 Implement research-based learning walks.	Assoc. Principal, Lead Teachers, iCoach	August 2019	June 2021			Documented learning walks Documented feedback and reflection in PLC
3.2.3 Personalize learning for teachers in their academic field based on their Problem of Practice/Goals.	Admin, Lead Teachers, iCoach	August 2019	June 2021			PLC agendas Teacher choice of trainings Teacher surveys Professional learning calendar

Friendswood Junior High Strategic Action Plan 2020-2021

Call to Action:	Through authentic experiences and relationships, Fisd will graduate confident learners equipped with the knowledge, skills, and character to thrive in and contribute to a global society.
Goal:	We will partner with the community to actively create and foster a learning environment dedicated to real-world instruction and experiences

Specific Result: 4.1 Establish and organize interactive community partnerships

Action Steps	Lead / Assisting	Start Date	End Date	Mid-year Status (January)	End of Year Status	Evidence of Completion
4.1.1 Increase our community involvement and partnerships to create more real world connections for students in all classes	iCoach, MIS, Admin, Lead teachers	August 2019	May 2021			Increased community partnerships within instruction, visible and listed
4.1.2 Seek professionals for classroom visits either through technology or in person to motivate and expose students to the world around them	iCoach, MIS, Admin, Lead teachers	August 2019	May 2021			Increased community partnerships within instruction, visible and listed

Friendswood Junior High Strategic Action Plan 2020-2021

Call to Action:	Through authentic experiences and relationship, FISD will graduate confident learners equipped with the knowledge, skills, and character to thrive in and contribute to a global society.
Goal:	We will strategically allocate resources for facilities that promote authentic learning experiences and real-world opportunities.

Specific Result: 5.1 Develop a research-based needs assessment that drives district allocations.

Action Steps	Lead? Assisting?	Start Date	Due Date	Mid-year Status (January)	End of Year Status	Evidence of Completion
5.1.1 Utilize campus resources that support teacher learning aligned to their department goals and the Strategic Plan (authentic learning).	Admin, iCoach	August 2019	June 2021			Resources provided and implemented
5.1.2 Provide resources to continue the next phase of the transformation of the Mustang Media Center	Admin, Media Specialist, iCoach	August 2019	June 2021			Resources provided and implemented
5.1.3 Provide resources to support the transformation of classrooms for collaboration and student choice	Admin, Lead Teachers	Sept 2019	June 2021	.		Resources provided and implemented
5.1.4 Provide resources to support the implementation of Mustang Impact and other SEL initiatives to build relationships.	Counselors, Admin, SEL Committee	August 2019	June 2021			Resources provided and implemented

Friendswood Junior High Strategic Action Plan 2020-2021

5.1.5 Create budget line item for resources to support career exploration field trips	Principal	March 2019	Sept 2021			Budget line item created
---	-----------	------------	-----------	--	--	--------------------------

Call to Action:	Through authentic experiences and relationships, FISD will graduate confident learners equipped with the knowledge, skills, and character to thrive in and contribute to a global society.
Goal:	We will develop initiatives that promote strong character traits, emotional maturity, and social well-being for each child.

Specific Result: 7.1 Construct a layered research-based system to drive social-emotional well being of students and their community.

Action Steps	Lead/Assisting	Start Date	Due Date	Mid-year Status (January)	End of Year Status	Evidence of Completion
7.1.1 Create Grade level specific curriculum/activities for Mustang Impact	Admin, Counselors, SEL Committee	June 2019	Aug 2019			Lessons attached on the FJH Hub for all to access
7.1.2 Create Intentional Mustang Impact Groups	Admin, Counselors, SEL Committee	June 2019	June 2019			Student groups in Skyward
7.1.3 Train and support staff on Mustang Impact Activities and SEL focus	Admin, Counselors, SEL Committee	Aug 2019	May 2021			Agendas and walk through data
7.1.4 Implement character recognition plan for campus <ul style="list-style-type: none"> Student-teacher 	Admin, Counselors, SEL Committee	Aug 2019	Aug 2019			Written plan; students recognized

Friendswood Junior High Strategic Action Plan 2020-2021

<ul style="list-style-type: none"> Teacher-teacher Admin-teacher 						
7.1.5 Implement character recognition plan for students everyday	Admin, Counselors, SEL Committee	August 2019	May 2021			Written plan; students recognized
7.1.6 Meet quarterly for feedback and accountability with SEL committee	Admin, Counselors, SEL Committee	August 2019	May 2021			Agenda and notes
7.1.7 Support the SALSA programs at FJH and implement year-one based on agreement with A&M	Admin, Counselors	August 2019	May 2021			Agendas and evaluation to A&M
7.1.8 Implement system for students entering the RTI Behavior Tiers: <ul style="list-style-type: none"> Communication with staff regarding new referral process Facilitate new documentation system between counselors, AP's and SEL counselor Support communication of student movement between tiers with counselors, AP's and 	Counselors, Admin	August 2019	June 2021			Agendas/powerpoints/books for rollout of new referral process. Completed documentation of student sessions and courses of action and communication with all SEL parties. Documentation of all RTI behavior students available to all SEL parties. All SEL information documented in e-star for all RTI Behavior students

Friendswood Junior High Strategic Action Plan 2020-2021

SEL counselor <ul style="list-style-type: none">● Integrate new referral and documentation system with the new district e-star system.						
--	--	--	--	--	--	--

Focus Areas

Friendswood Junior High Strategic Action Plan 2020-2021

Focus Area 1	Organize and implement Learning Walks to engage teachers in real-time professional learning to promote relevant, authentic, engaged learning
---------------------	--

Specific Result:						
Action Steps	Lead? Assisting?	Start Date	Due Date	Mid-year Status (January)	End of Year Status	Evidence of Completion
Create a timeline for implementation.	Assoc. Principal, iCoach, Lead Teachers	August/ Sept 2019	Sept 2019			Completed timeline/calendar for each content area.
Develop a system for scheduling the learning walks	Assoc. Principal, iCoach, Lead Teachers	August/ Sept 2019	Sept 2019			Completed outline and directions for scheduling time for teachers as a department
Develop a protocol with “look-fors” for each content area to be used to guide observation	Assoc. Principal, iCoach, Lead Teachers	Sept/Oct 2019	Sept/ Oct 2019			Completed form to document the evidence found in the observations based on “look-fors” by department
Develop a plan for coverage for teachers while on learning walks	Assoc. Principal, iCoach, Lead Teachers	Sept 2019	Sept 2019			Completed schedule with who is available to cover or substitute log
Implement learning walks	Assoc. Principal, iCoach, Lead Teachers	Sept 2019	June 2021			Completed documentation in a log of learning walks along with completed observation forms

Friendswood Junior High Strategic Action Plan 2020-2021

Facilitate feedback from learning walks to improve instruction/ increase student growth	Assoc. Principal, iCoach, Lead Teachers	Sept 2019	ongoing			Documented PLC agendas Lesson plans
---	---	-----------	---------	--	--	--

Focus Area 2	Continue to develop our system to support the Social-Emotional well-being of our students
---------------------	---

Specific Result:						
Action Steps	Lead? Assisting?	Start Date	Due Date	Mid-year Status (January)	End of Year Status	Evidence of Completion
Create a campus action plan based on the Fisd framework.	Counselors, Admin	August 2019	June 2021			<ul style="list-style-type: none"> Completed action plan with roles assigned
Create a tool to evaluate Mustang Impact.	Counselors, Admin	August 2019	June 2021			<ul style="list-style-type: none"> Student Survey Teacher Survey Discipline Referrals Counselor Referrals

Compliance

Friendswood Junior High Strategic Action Plan 2020-2021

Ongoing Compliance	Junior High will maintain compliance with State and Federal requirements
---------------------------	--

Specific Result:						
Action Steps	Lead? Assisting?	Start Date	Due Date	Mid-year Status (January)	End of Year Status	Evidence of Completion
Disaggregate key data (state accountability domains, local assessments, attendance and discipline) to identify achievement gaps and differences in sub group populations (including students who attend DAEP) and provide strategic remediation and accelerated instruction	Admin, Counselors, ESL teacher, Special Ed teachers, Lead Teachers	ongoing				Identified any missed System Safeguards, needs assessment written, goals in place
Provide information, awareness and parent/student tools for <ul style="list-style-type: none"> • Suicide prevention • Conflict resolution • Violence prevention • Sexual harassment prevention • Discipline Management • Dating violence • Sex trafficking • Anti-bullying measures 	Counselors	ongoing				Trainings provided with documentation Processes and procedures in place for intervention and reporting

Friendswood Junior High Strategic Action Plan 2020-2021

<ul style="list-style-type: none"> Trauma-informed care 						
Provide sources of information to students and parents on higher education admissions and financial aid opportunities including the TEXAS grant program and the Teach for Texas grant program.	Counselors	ongoing				Naviance access FISD website postings Counselor classroom visits
Monitor and promote strong attendance	Admin, Counselors, Attendance Clerk, Teachers	ongoing				Attendance reports
Utilize the district Student Health Advisory Committee to monitor campus data on student fitness, attendance rates, and other health related issues and provide guidance and procedures as needed	Nurses, PE teachers, Admin, Counselors	ongoing				Awareness of district SHAC meeting minutes State fitness assessment data
Monitor drop out data and provide preventative measures if needed	Admin, Counselors	ongoing				Drop out rates
Implement strategies for recruiting and retaining highly effective teachers	Admin	ongoing				List of strategies implemented Teacher retention rates