

**Alvin Independent School District**  
**Nolan Ryan Jr. High School**  
**2018-2019 Goals/Performance Objectives**



# Vision

Nolan Ryan Junior High is a dynamic organization committed to excellence for all students and every program.

## Core Beliefs

At Nolan Ryan Junior High School we believe....

- Nolan Ryan Junior High School staff believes all teachers and staff create and promote a safe and engaging learning environment that fosters success for each student.
- Nolan Ryan Junior High School staff believes leaders of leaders establish a climate where everyone matters, by creating a culture of pride and ownership in their school.
- Nolan Ryan Junior High School staff believes administrative and leadership teams provide the foundation to equip staff with resources in a supportive environment so that each student has the opportunity to achieve success.
- Nolan Ryan Junior High School staff believes we engage in partnerships with PTO and all community stakeholders to create an environment where excellence is prioritized to ensure each student reaches his or her maximum potential.
- Nolan Ryan Junior High School staff believes students are volunteers of their time, effort, and attention.
- Nolan Ryan Junior High School staff believes in placing high value on understanding and embracing diversity within our learning organization.
- Nolan Ryan Junior High School staff believes that creating meaningful and significant experiences promote academic excellence.

# Table of Contents

Goal 1: Academic Performance: Student academic performance will reflect continuous improvement and excellence to achieve profound student learning. ....	4
Goal 2: Parental/Community Involvement: Alvin ISD will effectively communicate and will actively engage with parents and the district communities in the education process of our students .....	4
Goal 3: Teachers and Staff: Alvin ISD will attract and retain the highest quality teachers and staff and support their efforts with quality professional development. ....	4
Goal 4: Discipline: Student discipline outcomes will accurately reflect the composition of our population, and we will implement procedures to enable students to develop appropriate school behavior. ....	5

## **Goal 1: Academic Performance: Student academic performance will reflect continuous improvement and excellence to achieve profound student learning.**

**Performance Objective 1:** Exceed state standards and achieve the Top 25% Quadrant of the comparison groups in Grades 6 through 8 summary data.

**Performance Objective 2:** Increase Advanced Academics enrollment from previous year for underrepresented populations (as identified by College Board) by 5%.

**Performance Objective 3:** Increase At-Risk performance on all state assessments by 5%.

**Performance Objective 4:** Earn at least 5 out of the 7 Distinction Designations and exhibit growth from year to year.

**Performance Objective 5:** Increase the amount of ELL students that show a year progress or more on TELPAS.

## **Goal 2: Parental/Community Involvement: Alvin ISD will effectively communicate and will actively engage with parents and the district communities in the education process of our students**

**Performance Objective 1:** Campus will hold a minimum of three parent nights to inform parents to the core curriculum and elective programs.

**Performance Objective 2:** Develop a minimum of three new school community/business partnerships to local businesses and community members.

**Performance Objective 3:** Provide learning opportunities for parents and community by incorporating at least three guest speakers/presentations during parent meetings regarding best practices for parents with junior high students.

**Performance Objective 4:** Increase Parent Teacher-Organization enrollment by 20%.

**Performance Objective 5:** Promote student achievement and academic success through the support of community, parents, and teacher involvement by hosting 9-Week recognitions for students.

## **Goal 3: Teachers and Staff: Alvin ISD will attract and retain the highest quality teachers and staff and support their efforts with quality professional development.**

**Performance Objective 1:** 100% of staff will engage in professional development in Unpacking the Standards and Calendaring for the year through faculty meetings, department/planning meetings, and team meetings.

**Performance Objective 2:** 100% of NRJH teachers will be trained on implementation of AVID strategies.

**Performance Objective 3:** 100% of staff members will engage in professional learning topics specific to curriculum that increases student engagement.

**Goal 4: Discipline: Student discipline outcomes will accurately reflect the composition of our population, and we will implement procedures to enable students to develop appropriate school behavior.**

**Performance Objective 1:** Teachers will be provided training on incorporating reflective and restorative discipline practices into the classroom.

**Performance Objective 2:** A minimum of 3 teacher focus groups will be held on discipline practices to review current procedures and plans and evaluate their effectiveness.

**Performance Objective 3:** Instructional Coaches and Counselors will provide resources to teachers at least once per month at PLCs.

**Performance Objective 4:** Campus DTLT will support the implementation of the ITs Campus Technology Plan, manages the campus website, attends scheduled DTLT Meetings, and communicates with campus staff on technology updates and instructional technology information at monthly meetings.