San Diego Independent School District

Bernarda Jaime Junior High School

2025-2026 Goals/Performance Objectives/Strategies



Table of Contents

Goals 3
Goal 1: Bernarda Jaime Jr. High will promote a culture of high academic achievement and excellence in all areas and will work towards being an "A" rated campus on the state accountability rating system. 3
Goal 2: Bernarda Jaime Jr. High will improve instructional support for all staff to increase student academic performance. 13
Goal 3: Bernarda Jaime Jr. High will build positive relationships with students, parents and the community. 16

Goals

Goal 1: Bernarda Jaime Jr. High will promote a culture of high academic achievement and excellence in all areas and will work towards being an "A" rated campus on the state accountability rating system.

Performance Objective 1: The BJJH campus will Increase it's growth score to 85% in reading and math on the state accountability system.

Evaluation Data Sources: Common Assessments, Benchmark, Friday Formative Assessments, STAAR, MAP

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 1: The BJJH campus will provide students with instructional resources that will enhance the classroom curriculum and support student achievement. **Strategy's Expected Result/Impact:** The percentage of students at the meets and masters level will increase, improving domain 1 accountability score. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Instructional Coaches, Director of Academic Services **Title I:** 2.51, 2.52, 2.53 **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments **Funding Sources:** - 211 Title I, Part A - $100,000, - 199-PIC 37 Dyslexia - $10,003.54, - 199-PIC 25 State Bilingual/ESL - $200	 Moderate Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2: Teachers at the BJJH campus will consistently integrate research based instructional strategies that promote higher order thinking, rigor, relevance, and involve movement and discourse. (Lead4ward, Fundamental 5, Teach Like A Champion, etc.). **Strategy's Expected Result/Impact:** Results on state and local assessments will reflect student achievement. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Instructional Coaches **ESF Levers:** Lever 5: Effective Instruction	 Some Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3: General education and SPED teachers will consistently implement a co-teaching model to provide effective instruction and inclusion support to meet the needs of all identified students. **Strategy's Expected Result/Impact:** All identified subpopulations will increase by 3% on state and local assessments. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Instructional Coaches **TEA Priorities:** Improve low-performing schools **- ESF Levers:** Lever 5: Effective Instruction	 Some Progress			

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 4: Students will be provided be with online software to help in closing education gaps in math, reading, science, and social studies. (Sirius, IXL, Curipod) **Strategy's Expected Result/Impact:** Usage reports will indicate that students are utilizing programs with fidelity to promote student achievement. **Staff Responsible for Monitoring:** Principals, Assistant Principals, Teachers **TEA Priorities:** Improve low-performing schools **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments	 Moderate Progress			

Strategy 5 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 5: RLA teachers will be trained on a common writing framework to utilize on a consistent basis in the classsroom. Classroom walk throughs will show use in the classroom. **Strategy's Expected Result/Impact:** Increased writing scores on the RLA STAAR exam and CA assessments **Staff Responsible for Monitoring:** Principal **- TEA Priorities:** Recruit, support, retain teachers and principals **- ESF Levers:** Lever 5: Effective Instruction	 Accomplished			

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: Bernarda Jaime Jr. High will promote a culture of high academic achievement and excellence in all areas and will work towards being an "A" rated campus on the state accountability rating system.

Performance Objective 2: The BJJH Campus will utilize data based on ongoing formative assessments to drive instructional practices.

Evaluation Data Sources: Six Weeks Common Assessments
Friday Formative Assessments STAAR Release Questions
Yearly Benchmark Assessment
STAAR Assessment
Local Screener Assessments

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 1: STAAR, Common Assessment and MAP Growth data will be dissaggregated according to "All Students" AND subgroups to assist with instructional planning. **Strategy's Expected Result/Impact:** 80% students will meet the approaches level on Common Assessments/ Benchmark/STAAR/MAP Growth **Staff Responsible for Monitoring:** Principals, Assistant Principal, Teachers. **ESF Levers:** Lever 5: Effective Instruction **Funding Sources:** - 199 General Fund - $100,000	 Moderate Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2: After each common assessment, benchmark or MAP assessment, the campus will analyze the data to create intervention groups for progress monitoring and intervention. **Strategy's Expected Result/Impact:** Student achievement will grow at least 3% on state and local assessments. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Instructional Coaches, Teachers **ESF Levers:** Lever 5: Effective Instruction **Funding Sources:** - 199-PIC 30 State Comp Ed (SCE), Title IA, Schoolwi - $50,000	 Moderate Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3: Student data will be tracking on trackers in the campus data room, classrooms, and on personal data trackers. **Strategy's Expected Result/Impact:** Teachers and students will monitor student progress and track performance throughout the year. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Teacher **ESF Levers:** Lever 5: Effective Instruction	 Some Progress			

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: Bernarda Jaime Jr. High will promote a culture of high academic achievement and excellence in all areas and will work towards being an "A" rated campus on the state accountability rating system.

Performance Objective 3: Provide research based prevention and intervention programs for students requiring additional support.

Evaluation Data Sources: State Assessment Data
Common Assessment Data
Benchmark Data
Local Screeners
Target Grouping

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 1: The school schedule will reflect a built in intervention time for all students (Advisory). **Strategy's Expected Result/Impact:** Student achievement growth of at least 3% on local and state assessments. **Staff Responsible for Monitoring:** Principal, Assistant Principal, School Counselor. **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Accomplished			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2: The campus will implement a targeted reading and math success program to address the essential standards of the grade level. **Strategy's Expected Result/Impact:** 90% of success class students will show growth on local and state assessments. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Teachers, Instructional Coach **ESF Levers:** Lever 5: Effective Instruction **Funding Sources:** - 199-PIC 30 State Comp Ed (SCE), Title IA, Schoolwi - $87,920.19, - 211 Title I, Part A - $68,529.87	Accomplished			

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3: The campus will provide tutoring (before/after school),flex day (Spring Semester), and Saturday school schedule as an alternative method to provide other means for effective student interventions. **Strategy's Expected Result/Impact:** Student achievement on local and state assessments **Staff Responsible for Monitoring:** Principal, Assistant Principal, Teachers **ESF Levers:** Lever 5: Effective Instruction **Funding Sources:** - 199-PIC 30 State Comp Ed (SCE), Title IA, Schoolwi - $150,000	 Moderate Progress			

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 4: A summer jump start program will be implemented for at-risk students to introduce them to the upcoming year's curriculum. **Strategy's Expected Result/Impact:** 10% increase based on summer school pre and post assessment **Staff Responsible for Monitoring:** Principal, Assistant Principal, Teachers **ESF Levers:** Lever 5: Effective Instruction	 No Progress			

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: Bernarda Jaime Jr. High will promote a culture of high academic achievement and excellence in all areas and will work towards being an "A" rated campus on the state accountability rating system.

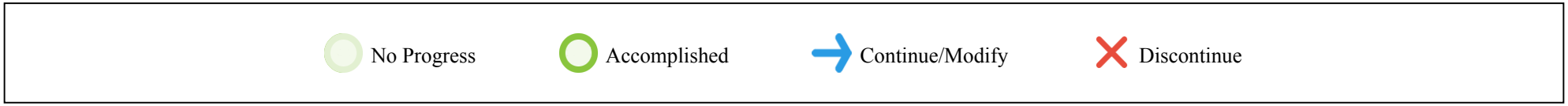
Performance Objective 4: BJJH will recruit and retain highly qualified teachers.

Evaluation Data Sources: Career Job Fair Scheduled May 2026.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 1: The campus will participate in recruitment strategies to attract highly qualified teachers such as an evening career fair and advertise via various media outlets. **Strategy's Expected Result/Impact:** 100% of the campus teacher will be highly qualified. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Superintendent, Director of Academic Services **TEA Priorities:** Recruit, support, retain teachers and principals **- ESF Levers:** Lever 2: Strategic Staffing	 No Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2: New teachers to the profession will be supported by participating in a district-wide mentorship program. **Strategy's Expected Result/Impact:** Increased first teacher retention and success **Staff Responsible for Monitoring:** Principal **ESF Levers:** Lever 2: Strategic Staffing	 Some Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3: All teachers eligible to qualify for the Teacher Incentive Allotment. **Strategy's Expected Result/Impact:** Increased student performance. Increased teacher retention. **Staff Responsible for Monitoring:** Principal	 Accomplished			


No Progress
Accomplished
Continue/Modify
Discontinue

Goal 1: Bernarda Jaime Jr. High will promote a culture of high academic achievement and excellence in all areas and will work towards being an "A" rated campus on the state accountability rating system.

Performance Objective 5: Prepare 8th grade students for high school transition and increase college and career readiness for all students.

Evaluation Data Sources: TSI testing
Scheduled Reviews for May

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 1: Create culture of college awareness through the use of college shirt day, college visits and college banners/ pennants throughout the campus. **Strategy's Expected Result/Impact:** Students will have an awareness for college/university. Students will begin to plan which college or university they plan to attend. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Counselor, College/Career Teacher **ESF Levers:** Lever 3: Positive School Culture **Funding Sources:** - 199 General Fund - $20,000	 Considerable			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2: Students will become familiar with career paths through the enrollment of career and technical education courses. **Strategy's Expected Result/Impact:** 100% students on campus will be aware of different career paths. **Staff Responsible for Monitoring:** Selected grade level teachers. **ESF Levers:** Lever 3: Positive School Culture	 Accomplished			

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3: Provide 8th grade students with spring high school visit. **Strategy's Expected Result/Impact:** Students will be prepared for high school transition. **Staff Responsible for Monitoring:** Junior High School Counselor High School Counselor **ESF Levers:** Lever 1: Strong School Leadership and Planning **Funding Sources:** - 199 General Fund - $20,000	No Progress			

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 4: 15% of 8th grade students will pass TSI reading and writing. **Strategy's Expected Result/Impact:** Increased knowledge of the BJJH campus and expectations. **Staff Responsible for Monitoring:** Principal Assistant Principal Counselor Teachers **ESF Levers:** Lever 5: Effective Instruction	 Some Progress			

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 2: Bernarda Jaime Jr. High will improve instructional support for all staff to increase student academic performance.

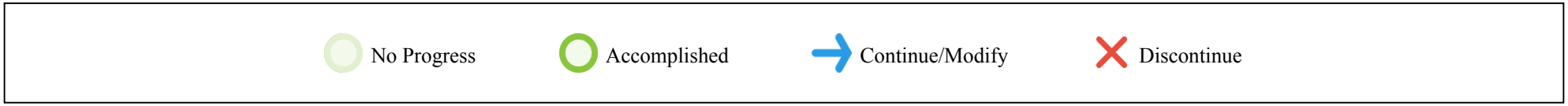
Performance Objective 1: Promote a culture of collaboration and open communication focused on teaching and learning.

Evaluation Data Sources: Weekly faculty meetings, grade level/content level PLC meetings, weekly newsletter and groupme.
Added Parent and Student S'More

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 1: PLCs will be conducted to disaggregate and discuss data and increase rigor in lesson delivery. **Strategy's Expected Result/Impact:** Student achievement will improve because of teacher collaboration. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Instructional Coaches, Teachers **ESF Levers:** Lever 5: Effective Instruction **Funding Sources:** - 199 General Fund - $75,000	 Considerable			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2: The leadership team will conduct walk through's and provide feedback to teachers in a timely manner. **Strategy's Expected Result/Impact:** Feedback will be provided by administration and teachers will implement feedback during future observations. **Staff Responsible for Monitoring:** Principal, Assistant principal **ESF Levers:** Lever 3: Positive School Culture **Funding Sources:** - 199 General Fund - $60,000	 Some Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3: Mentoring and peer observations will be conducted by new and experienced teachers to gain insight and ideas into other teaching styles. **Strategy's Expected Result/Impact:** Increased overall teacher support on campus **Staff Responsible for Monitoring:** Principal, Assistant Principal **ESF Levers:** Lever 3: Positive School Culture	 Some Progress			


No Progress
Accomplished
Continue/Modify
Discontinue

Goal 2: Bernarda Jaime Jr. High will improve instructional support for all staff to increase student academic performance.

Performance Objective 2: Provide meaningful professional development.

Evaluation Data Sources: Professional development feedback surveys
Classroom walk throughs for PD implementation

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 1: Align teacher professional development to address instructional needs and strategies and provide follow up meetings for support. (Lead4ward, SPED, Accountability, Rigor/Relevance Framework) **Strategy's Expected Result/Impact:** Support staff as needed based on campus need. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Instructional Coaches, Director of Academic Services **ESF Levers:** Lever 5: Effective Instruction **Funding Sources:** - 199-PIC 23 State Special Education (SpEd) - $193,159.13, - 211 Title I, Part A - $50,000, - 199-PIC 21 State Gifted & Talented (G/T) - $8,500	Considerable			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2: Instructional coaches will provide training in unpacking the TEKS and any other areas of identified need. **Strategy's Expected Result/Impact:** Improved delivery of instruction. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Instructional Coaches **ESF Levers:** Lever 5: Effective Instruction **Funding Sources:** - 199 General Fund - $100,000	Considerable			

No Progress Accomplished Continue/Modify Discontinue

Goal 3: Bernarda Jaime Jr. High will build positive relationships with students, parents and the community.

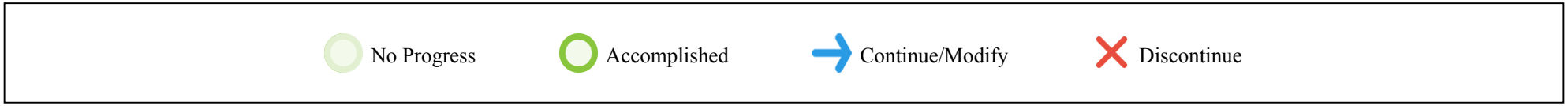
Performance Objective 1: Effectively and consistently communicate individual student progress with stakeholders.

Evaluation Data Sources: Data trackers sent home every six weeks after CAs
Progress Reports and Report Cards
Weekly phone call log

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 1: Principal will share information with groups of stakeholders to discuss the vision, mission, goals and shared values of the campus. **Strategy's Expected Result/Impact:** Stakeholders will be aware of the school's vision, mission, goals and shared values. **Staff Responsible for Monitoring:** Principal **ESF Levers:** Lever 3: Positive School Culture **Funding Sources:** - 199 General Fund - $75,000	 Moderate Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2: Promote family engagement activities to increase parental involvement for student success. **Strategy's Expected Result/Impact:** Increased parent attendance at activities. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Counselor, Teachers **ESF Levers:** Lever 3: Positive School Culture **Funding Sources:** - 352 21st Century Grant - $160,231.47	 Moderate Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3: Communication with stakeholders will be shared routinely through various platforms. **Strategy's Expected Result/Impact:** Parent community involvement will increase. **Staff Responsible for Monitoring:** Principal, Assistant Principal **ESF Levers:** Lever 3: Positive School Culture **Funding Sources:** - 199 General Fund - $50,000	 Considerable			


No Progress
Accomplished
Continue/Modify
Discontinue

Goal 3: Bernarda Jaime Jr. High will build positive relationships with students, parents and the community.

Performance Objective 2: Create a positive culture of trust in which EVERY individual has value and worth.

Evaluation Data Sources: Parent, student, faculty surveys

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 1: Recognize staff, student, and parent accomplishments with a focus on providing consistent, on-going recognition that promotes high morale, increases productivity, and attendance. **Strategy's Expected Result/Impact:** Postive campus climate. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Counselor **ESF Levers:** Lever 3: Positive School Culture **Funding Sources:** - 199 General Fund - $50,000	 Moderate Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2: After school student activities will exist to promote a sense of belonging. **Strategy's Expected Result/Impact:** Increased positive culture. **Staff Responsible for Monitoring:** Principal, Assistant Principal, ACE Coordinator, Extra Curricular Staff **ESF Levers:** Lever 3: Positive School Culture	 Some Progress			

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 3: Bernarda Jaime Jr. High will build positive relationships with students, parents and the community.

Performance Objective 3: Establish clearly defined school wide rules and consequences, uniformly practiced.

Evaluation Data Sources: Discipline referrals

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 1: The campus will develop a discipline management flowchart that will be utilized implemented in every classroom to ensure effectiveness. **Strategy's Expected Result/Impact:** Decrease in student discipline referrals. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Teacher **ESF Levers:** Lever 3: Positive School Culture	 Considerable			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2: Campus wide expectations, norms and gestures will be displayed in the classroom and throughout the campus. **Strategy's Expected Result/Impact:** Staff and students will utilize with consistency. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Counselor, Teachers **ESF Levers:** Lever 3: Positive School Culture	 Considerable			

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3: Campus administration will develop a teach schedule for campus wide expectations, norms and gestures to be done at the beginning of the year and at the spring semester. **Strategy's Expected Result/Impact:** Reduced discipline referrals Increased morale **Staff Responsible for Monitoring:** Principal Assistant Principal	 Accomplished			

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 3: Bernarda Jaime Jr. High will build positive relationships with students, parents and the community.

Performance Objective 4: Establish a clearly defined safety/emergency plan that adheres to federal, state and local codes.

Evaluation Data Sources: Safety/Emergency Plan Drills

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 1: The campus will develop a safety emergency plan with local agencies that outlines procedures and a plan of action to address emergency procedures. **Strategy's Expected Result/Impact:** Increased knowledge of safety emergency plan and procedures. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Safety Coordinator **ESF Levers:** Lever 3: Positive School Culture	 Accomplished			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2: The campus will disseminate and communicate the specifics of the Safety Emergency Plan to stakeholders outlining the protocol and plan of action for emergency procedures. **Strategy's Expected Result/Impact:** Increased knowledge and awareness of Safety Emergency Plan. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Counselor, Safety Coordinator **ESF Levers:** Lever 3: Positive School Culture **Funding Sources:** - $25,000	 Considerable			

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3: The School Health Advisory Council will promote sound school policies and practices that will improve and maintain the health and wellness of the students. **Strategy's Expected Result/Impact:** Increased knowledge and awareness of a healthy lifestyle. **Staff Responsible for Monitoring:** Principal, Assistant Principal, SHAC **ESF Levers:** Lever 3: Positive School Culture	 Moderate Progress			

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
Strategy 4: The campus will routinely practice scheduled drills noted in the safety emergency management plan. **Strategy's Expected Result/Impact:** Increased awareness of safety emergency procedures. **Staff Responsible for Monitoring:** Principal Assistant Principal Counselor **ESF Levers:** Lever 3: Positive School Culture	 Considerable			

 No Progress  Accomplished  Continue/Modify  Discontinue