

Comanche Independent School District
H.R. Jefferies Junior High School
2019-2020 Improvement Plan

Mission Statement

It is the mission of Comanche ISD to educate all students to their full potential, preparing them to be skillful, life-long learners, effective communicators, and conscientious citizens of society.

Vision

The Board of Trustees of Comanche ISD envisions a school district that: Equips all students with the essential knowledge and skills to achieve their full potential, developing them to read critically, speak fluently, write competently, and listen effectively; Is student-centered and recognized by peers for success in all programs and activities; Inspires an enthusiasm for excellence and a quest for new knowledge and skills in both staff and students; Creates a safe environment to promote the development of moral values and character traits that prepare students for the responsibilities required of conscientious citizens of society, and; Mobilizes the best efforts of all stakeholders toward the common goal of the best interests of the students of Comanche ISD.

Value Statement

It is the belief of the Board of Trustees of Comanche ISD that the following statements express the fundamental values and core principles to guide all decision-making, planning, organization and administration of the school district. All students can learn and it is the responsibility of Comanche ISD to provide adequate and equitable opportunities for students to achieve their full potential. Students achieve best in a safe, orderly environment, led by a staff of qualified, dedicated professionals with high expectations, and supported by parents and community committed to the pursuit of educational excellence. Educational excellence for all students can be achieved through effective and efficient organization and allocation of available resources, training, and staff development.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Student demographics are fairly straight forward. 52% hispanic and 48% Caucasian. We have a high number of LEP students.

Demographics Strengths

All students with the exception of the LEP students seem to be fairly even with regards to academic achievement on STAAR.

Student Achievement

Student Achievement Summary

Comanche Junior High School conducted our comprehensive needs assessment based on data including the 2016 STAAR results (that have been made available) based on performance and attendance rates. Math and reading data were also analyzed. Other sources utilized in the comprehensive needs assessment were parental involvement records, federal program guidelines and district policies. In addition, for general education and special education programs the data was disaggregated for all student groups served by the campus including categories of ethnicity, socioeconomic status, sex and populations served by special programs including students in special education programs. Comanche Junior High School is composed of 65% economically disadvantaged students.

The needs assessment analyzed each special program in grades 6-8. Needs were identified in planning, curriculum/instruction, staffing, staff development, school organization, and budgeting. The campus improvement plan from 2015-2016 was reviewed and revised based on the achievement of specific goals and objectives. As a result, the 2015-2016 campus improvement plan includes all identified priority needs.

Strategies included in the Campus Improvement Plan are research-based and scientifically proven to be effective. Gaps on assessments have closed but we will continue to closely monitor our various subpopulations to insure achievement for all subpopulations remain high to work toward meeting AYP standards.

The identification of student needs reflected in this needs assessment process was used to identify strategies for continued student improvement. Instructional strategies will be funded by integrating and coordinating the following funds: Gifted and Talented, Special Education, Compensatory Education, ESL, Migrant, and Title II Part A.

Student Achievement Strengths

- All Students STAAR Writing
- STAAR MATH 8th Grade
- STAAR Math 7th Grade
- STAAR ELA 8th Grade
- Attendance

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- Campus Performance Objectives Summative Review from previous year
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Progress Domain
- Closing the Gaps Domain
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, and gender data
- Section 504 data
- Homeless data

Student Data: Behavior and Other Indicators

- Attendance data

Employee Data

- Campus leadership data
- Campus department and/or faculty meeting discussions and data

Parent/Community Data

- Parent surveys and/or other feedback

Goals





Goal 1: All students will have an opportunity to be challenged and succeed in their core classes

Performance Objective 1: All students will have an opportunity to have after school tutoring 4 days a week throughout the school year

Evaluation Data Source(s) 1: Reduced failure rates and overall higher testing scores

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
1) Offer differentiated instruction for GT students	Core Teachers	Passing grades, Commended STAAR scores				
Funding Sources: Gifted & Talented - 150.00						
2) Students with special needs will have instruction and individualized support from the teachers and program directors as needed. RTI will be implemented as needed. Mandatory tutorials as needed.	All Teachers	Passing grades and STAAR scores				
Funding Sources: State Compensatory Education - 2000.00						
3) Small class sizes to increase one-to-one opportunities for acceleration	Math and Reading Teachers	Passing grades and STAAR scores				
Funding Sources: State & Local Resources - 0.00						
4) All students will receive a laptop	All teachers, Administration	Evidence of classroom use by projects and improved scores				
Funding Sources: State & Local Resources - 40000.00						
5) Adopting CScope integration	Teachers, Principal	Lessons more learner-centered				
Funding Sources: Title II, Part A - 11664.00						

6) ESL/Migrant students receive added support	Teacher, Aide, Principal	Student grades higher, obvious testing progress				
Funding Sources: Title I, Part C Migrant - 10664.00						
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 1: All students will have an opportunity to be challenged and succeed in their core classes

Performance Objective 2: Zeros on daily assignments will be eliminated by the tutorial time after school and teachers staying after school to make sure assignments get completed

Evaluation Data Source(s) 2: Reduced six weeks failures and overall higher averages

Summative Evaluation 2:

Goal 2: HRJJHS will work to improve student success on the STAAR assessment by 3 questions as compared to their previous test in all subjects.

Performance Objective 1: Accelerated instruction will be offered to students who have not scored a passing grade on the STAAR exam.

Evaluation Data Source(s) 1: Grade level meetings every three weeks will be conducted to make sure students are understanding daily content

Summative Evaluation 1:

Goal 2: HRJJHS will work to improve student success on the STAAR assessment by 3 questions as compared to their previous test in all subjects.

Performance Objective 2: The use of Core Enrichment time will be used for all students in an effort to improve and make growth

Evaluation Data Source(s) 2: STAAR

Summative Evaluation 2:

Goal 3: HRJJHS will provide a safe and comfortable environment for all students to reach their potential without fear of danger.

Performance Objective 1: HRJJHS will provide a safe and comfortable environment for all students to reach their potential without fear of danger.

Evaluation Data Source(s) 1: Decrease in number of school incidents

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
1) Monthly fire, lock-down, tornado, crisis drills will be conducted for practice	Administration	Building is secure. Frequently evacuated in less than two minutes per drill.				
Funding Sources: State & Local Resources - 0.00						
2) Homeroom teachers will be students "go to" person in time of need	All staff, Administration	Teachers get to know the students personally and connections are made.				
3) Presentations will be made for drug and alcohol awareness, bullying, abstinence and conflict resolution	Principal, Counselor	Fewer incidents reported because fewer are happening.				
4) A positive approach to discipline will be used to reduce office referrals and build relationships between teacher and student	All staff, Administration	Fewer office referrals, students' grades are higher				
5) Wellness, health care services provided	School Nurse	Students and families are aware of food allergies, flu shots, shot records are recorded.				

Goal 3: HRJJHS will provide a safe and comfortable environment for all students to reach their potential without fear of danger.

Performance Objective 2: Students will be monitored and counseling will be readily available in the event an outcry is made.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Goal 3: HRJJHS will provide a safe and comfortable environment for all students to reach their potential without fear of danger.

Performance Objective 3: The use of the STOPIT app is available to all students to remain anonymous when making a report of any type.

Evaluation Data Source(s) 3:

Summative Evaluation 3:


Goal 4: HRJJHS will increase parent invitations to become educational partners

Performance Objective 1: HRJJHS will increase parent invitations to become educational partners

Evaluation Data Source(s) 1: We want positive parent relationships so that together we can make students see the benefits of education to their futures

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
1) Parents will be invited to join the local booster clubs	Athletics, Band teachers	Memberships increase				
Funding Sources: State & Local Resources - 0.00						
2) Parents will be invited to come to the school for teacher conferences	All Teachers	Increased attendance at parent meetings				
Funding Sources: State & Local Resources - 0.00						
3) Parents will be invited to orientations, STAAR information sessions, school programs, "FISH" night, and to chaperone field trips pending background checks	All staff, Administration	Parents become more comfortable coming to school for meetings, thus higher participation rate				

4) School Messenger and School Connect will be used to notify parents through phone connections of upcoming important information	Administration, PEIMS clerk	Decrease in parents not aware of school situations, better communication with parents.				
	Funding Sources: State & Local Resources - 1190.00					
5) Email and text messaging will be used to reach more parents	All staff, Administration	Parents learn news quickly and respond accordingly				
6) Teacher-developed web pages to assist students and parents	Teachers	Increased usage by students and parents with teachers.				
	Funding Sources: State & Local Resources - 1500.00					
						

Goal 5: HRJJHS will improve on the growth measure in all subpops so that every student will have expected growth from year to year

Performance Objective 1: Students will be regularly reminded of the "3 better" concept and encouraged to practice this on daily work and tests in an effort to show them it's possible.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Goal 6: Improve TELPAS ratings so that students may earn eligibility to exit the LEP program

Performance Objective 1: To help students become more successful in listening and speaking into the computer.

Evaluation Data Source(s) 1: check for progress throughout the year so that students can achieve higher scores

Summative Evaluation 1:

Goal 7: Work to improve MEETS and MASTERS percentages to at least 20% and 10% respectively

Performance Objective 1: Use core enrichment time to promote academic growth in our top performing students in an effort to show growth on the STAAR test.

Evaluation Data Source(s) 1: MAP and STAAR

Summative Evaluation 1:

State Compensatory

Budget for H.R. Jefferies Junior High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199-11-6119-00-041-524	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$89,126.00
199-11-6119-30-041-524	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$2,000.00
199-11-6141-00-041-524	6141 Social Security/Medicare	\$1,106.00
199-11-6142-00-041-524	6142 Group Health and Life Insurance	\$3,496.00
199-11-6142-99-041-524	6142 Group Health and Life Insurance	\$1,478.00
199-11-6144-00-041-524	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$6,720.00
199-11-6146-00-041-524	6146 Teacher Retirement/TRS Care	\$1,911.00
6100 Subtotal:		\$105,837.00
6200 Professional and Contracted Services		
199-11-6239-00-041-524	6239 ESC Services	\$125.00
6200 Subtotal:		\$125.00
6300 Supplies and Services		
199-11-6399-00-041-524	6399 General Supplies	\$500.00
199-11-6399-24-041-524	6399 General Supplies	\$300.00
6300 Subtotal:		\$800.00
6400 Other Operating Costs		
199-11-6411-00-041-524	6411 Employee Travel	\$100.00
6400 Subtotal:		\$100.00

Personnel for H.R. Jefferies Junior High School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
199-11-6119.00-041-524	TEACHERS	COMP ED	2.0377
CANTWELL, TERRY WAYNE	TEACHER	COMP ED	0.0535
CARLISLE, AMANDA S.	TEACHER	COMP ED	0.2887
DANIEL, DEBBIE SUE	TEACHER	COMP ED	0.0535
EDWARDS, JOHN P	TEACHER	COMP ED	0.0535
GETER, RHONDA DIANE	TEACHER	COMP ED	0.0535
JONES, REBECCA DIANNE	TEACHER	COMP ED	0.0535
JONES, SUSAN A	TEACHER	COMP ED	1
McALILEY, MINDY J	TEACHER	COMP ED	0.0535
McGinnis, TRACI LOVE	TEACHER	COMP ED	0.0535
Murphy, Staci	TEACHER	COMP ED	0.0535
QUAST, MARILYN KAY	TEACHER	COMP ED	0.0535
Sanchez, Daniel	TEACHER	COMP ED	0.0535
Sloan, Kimberly	TEACHER	COMP ED	0.0535
Spurlen, Laura	TEACHER	COMP ED	0.0535
SUNIGA, KACI NICOLE	TEACHER	COMP ED	0.0535
THOMPSON, KARA HOWARD	TEACHER	COMP ED	0.0535

Campus Funding Summary

State Compensatory Education					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2			\$2,000.00
Sub-Total					\$2,000.00
Gifted & Talented					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$150.00
Sub-Total					\$150.00
State & Local Resources					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			\$0.00
1	1	4	Ongoing cost annually to maintain the COTO program		\$40,000.00
3	1	1			\$0.00
4	1	1			\$0.00
4	1	2			\$0.00
4	1	4			\$1,190.00
4	1	6			\$1,500.00
Sub-Total					\$42,690.00
Title I, Part C Migrant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	6			\$10,664.00
Sub-Total					\$10,664.00
Title II, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5			\$11,664.00
Sub-Total					\$11,664.00

	Grand Total \$67,168.00
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