

Midland Independent School District
San Jacinto Jr. High
2018-2019 Campus Improvement Plan

Accountability Rating: Met Standard



Mission Statement

The Mission of San Jacinto is that ALL students will graduate prepared for college or career.

Vision

San Jacinto JHS will prepare our students to advance their academic potential in a safe learning environment.

We will lead them to become productive citizens through the shared responsibility of students, parents and community.

Core Beliefs

Core values are the fundamental beliefs of a person or organization. The core values are the guiding principles that dictate behavior and action. Core values can help people to know what is right from wrong; they can help organizations to determine if they are on the right path and fulfilling their goals; and they create an unwavering and unchanging guide.

The Twelve Core Action Values

And the Cornerstones that Put Action into those Values

I. Laying a Solid Foundation

The first six Core Action Values and associated cornerstones develop inner strength of character.

1. Authenticity

Self Awareness
Self Mastery
Self Belief
Self Truth

2. Integrity

Honesty
Reliability
Humility
Stewardship

3. Awareness

Mindfulness
Objectivity
Empathy
Reflection

4. Courage

Confrontation
Transformation
Action
Connection

5. Perseverance

Preparation
Perspective
Toughness
Learning

6. Faith

Gratitude
Forgiveness
Love
Spirituality

II. Taking Effective Action

The second six Core Action Values and associated cornerstones catalyze action and contribution.

7. Purpose

Aspiration
Intentionality
Selflessness
Balance

8. Vision

Attention
Imagination
Articulation
Belief

9. Focus

Clarity
Concentration
Speed
Momentum

10. Enthusiasm

Attitude
Energy
Curiosity
Humor

11. Service

Helpfulness
Charity
Compassion
Renewal

12. Leadership

Expectations
Example
Encouragement
Celebration

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Comprehensive Needs Assessment

Demographics

Demographics Summary

San Jacinto Junior High School serves 6th, 7th and 8th grade student in the Midland ISD in Midland County, Texas. Although this improvement plan focuses on the 2018-2019 school year, the demographic information comes from 2017-2018 available information unless otherwise noted. San Jacinto JHS student enrollment increased from the 2017-2018 school year to 881 - 6th 140, 7th 391, 8th 349.

San Jacinto JHS enrollment continues to minimal enrollment shifts in our student demographic groups. The campus demographic group for 17-18 were: African American - 7.2%, Hispanic 68% and White - 23%

Attendance rate increased this school year to 95.5%. SJ won the attendance award for Middle Schools in MISD and was in second place behind ECHS every six weeks for all secondary schools

San Jacinto JHS student categories also include 10% English Language Learners (ELLs), 7% Gifted and Talented, 4.6% Special Education, and 53% of student in Career and Technical Education. Additionally, 54.1% are Economically Disadvantaged and 61% are identified as At-Risk.

Demographics Strengths

AA, Hisp and White all increased their scores in all 3 categories of Approaches, Meets and Masters on the writing part of STAAR.

Economically disadvantage students increase their scores in Reading and Writing in the Meets and Masters categories.

Hispanics and White both increased their scored in the Meets and Masters categories for Reading.

Both Reading and Science had a 39% increase on Progress for the Staar.

Problem Statements Identifying Demographics Needs

Problem Statement 1: All areas(Hisp, AA, White and ED) of 7/8 math showed a decrease in STAAR scores from 16-17 to 17-18 year **Root Cause:**

Planning, PLC work, CFA and dis-aggregation of data for 7th grade math is weak and needs close supervision and PD training on the Instructional Process
(4 questions)

Student Academic Achievement

Student Academic Achievement Summary

San Jacinto JHS has experienced moderate student achievement success during the 2017-2018 school year. The campus produced performance and participation growth in many of the measured areas. The campus met standard in the areas of Student Progress-student growth and Closing Performance Gap.

San Jacinto JHS continue to refine our practices around the learning process to increase performance for all students, as well as, the participation and performance of all demographic sub-groups.

Participation Status

- Target 96%
- Reading - 7 out of 7
- Math - 7 out of 7

Student Academic Achievement Strengths

Of our Student Academic Strengths Algebra would be number one. 100% of students Approached, 100% Meets and 81% Mastered.

Other areas of academic strengths would be student growth. Science and Reading showed a 39% growth in progress measure.

Science had the greatest increase in mastery from 2017 to 2018.

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Less than 30% of San Jacinto student showed zero growth on the progress measure for all tests. **Root Cause:** Data dis-aggregation of CFA and benchmarks is not focused on enrichment of students to help move them from Approaches to Meet or Meet to Masters. Instead the focus is more on interventions.

School Processes & Programs

School Processes & Programs Summary

- 1) San Jacinto JHS Teachers are encouraged to be risk-takers. They are willing to try new strategies to engage students and improve student learning. Some of the innovative methods include flipped classrooms, Google classroom, 1-to1 technology program, Lead4ward strategies, and Laying the Foundations.
- 2) The master schedule is built with specific time for teams to plan together within PLCs.
- 3) Professional learning opportunities are scheduled through instructional focus meetings by departments. The learning opportunities are developed around the campus focus, technology, growth of PLCs, and/or teacher feedback on their needs.
- 4) Tutorials are scheduled and shared within a team to ensure availability of support for students throughout the week. 1 to 1 tutorial every Tuesday.
- 5) Positive Behavior Supports are in place with our Mustang Motivator program and positive referral process.
- 6) All student are encouraged to join extracurricular programs and/or club to be a part of the SJ family.
- 7) High School credit courses are offered to help student earn high school credits before they enter 9th grade: Algebra, Art 1, Spanish I, II, & III, Touch Systems.
- 8) The Master schedule is built to offer extended learning time for 7th and 8th graders in Reading with double blocked classes of Balanced Literacy and 7th graders in Math intervention for those that did not Meet.
- 9) 900 Chrome books have been purchased to check out to Economically Disadvantaged/ALL students to aid them in studies and homework.
- 10) AVID has been reintroduced to San Jacinto as well as 140 6th graders in an Early College Preparatory Middle School program.

School Processes & Programs Strengths

The focus for San Jacinto Junior High School during the 2018-2019 school year revolves around equipping, empowering, and encouraging students and staff.

Our campus strives to ensure all staff are engaged in high-performing collaborative teams, that are focused on extending the learning and developing the capacity of both students and staff. Furthermore, we recognize the success of our campus is contingent upon the strengths of the relationships we foster, and

thus strive to provide the highest quality internal and external customer service. It is our goal that when a student leaves San Jacinto JHS they are effective communicators and problem-solvers whom are prepared for their future and actively engage in the process of adding value to the greater community.

Within the area of learning, an emphasis has been placed on our professional learning communities with regard to their purpose. PLCs have been tasked with concentrating on the four critical questions which drive the work of a PLC:

1. What is it we expect our students to learn?
2. How will we know when they have learned it?
3. How will we respond when some students do not learn?
4. How will we respond when some students already know it?

San Jacinto JHS continues to identify areas of school culture and climate that could yield increased success for our students and campus. The following areas have been identified as areas of focus for the campus:

- 1) Identify, develop and implement systems and processes among the administration that ensure consistent academic and behavioral expectations for all students, staff, and families.
- 2) Develop clear expectations for professional learning communities to ensure all staff are engaged in high-performing collaborative teams.
- 3) Increase student engagement and voice by developing a student advisory council that establishes a direct line of communication between student leadership and campus administration.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: 7th grade students have continued to show a drop in scores as they transition from 6th to 7th grades **Root Cause:** The transition process of moving from an Elementary setting to a Secondary setting is too hard academically and emotionally for the students to manage. Introduction of 6th grader and AVID will help this, therefore increasing scores for 7th grader in the 2019-2020 school year.

Perceptions

Perceptions Summary

Our focus is to nurture and sustain a sense of community and pride that with building relationship with student, parents, and staff. The staff of San Jacinto JHS work diligently to ensure every student receives individualized attention, high-quality instruction, and a vast array of extra-curricular opportunities. Our campus strives to ensure all staff are engaged in high-performing collaborative teams, that are focused on extending the learning and developing the capacity of both students and staff. Furthermore, we recognize the success of our campus is contingent upon the strengths of the relationships we foster, and thus strive to provide the highest quality internal and external customer service. It is our goal that when a student leaves San Jacinto JHS they are effective communicators and problem-solvers whom are prepared for their future and actively engage in the process of adding value to the greater community.

Perceptions Strengths

San Jacinto JHS portrays strong campus culture and climate characteristics through the following attributes:

- 1) A master schedule that embeds professional learning time to allow for high-levels of collaboration.
- 2) A master schedule that maximizes learning time and offers a wide range of learning opportunities to ensure students have access to courses that align with student interest and goals.
- 3) A broad range of clubs and organizations for students to participate, and the opportunity to establish new clubs and organizations to meet the needs and interest of all student groups.
- 4) A variety of opportunities for parents to remain engaged through focused events that celebrate the success of our students or provide information to support college and career choices.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Discipline referrals and out of school placements for African American students still are higher than the other Ethnic groups. **Root Cause:** Relationships are not built effectively between students, teachers, parents and staff to encourage restorative discipline.

Comprehensive Needs Assessment Data Documentation

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

Goals







Goal 1: The percentage of grade 6, 7 and 8 students meeting standard on both math and Reading will increase to 70%.

Performance Objective 1: Increase STAAR-EOC approaches grade level, meets grade level and masters grade level performance by 10%

Evaluation Data Source(s) 1: CFAs, checkpoints, benchmarks STAAR

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) Teachers will utilize data from assessments to develop materials and lessons for small group instruction using PLC, STAAR4Ward, Eduphoria and MISD Excellence in Teaching Model. Supplies will be need to supplement the small group instruction.</p>	Administration, instructional specialist, teachers leadership team.	Increase in common assessment scores and STAAR results				
Funding Sources: 211 Title 1 - 500.00						
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>2) Continue using best strategies to build organizational skills and vocabulary using 3 ring notebook, planners, and Cornell notes for instruction.</p>	Administration, leadership team, teachers, instructional specialist	Improvement on academic scores in both report card grades, formative assessments and STAAR. Weekly binder/planner checks.				
Funding Sources: 211 Title 1 - 2000.00						

<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>3) Title 1 will provide funding resources to acquire technology to supplement the curriculum and assist in parent/student need: laptops/notebooks, computers, software, LCD projectors, bulbs, mounts, carts, document cameras, turnkeys, iPODS, calculators, printers, iPADS, electronic dictionaries, headphones and any other technology as deemed necessary.</p>	Administration, teachers, Directors, T&L	STar chart, increase of 10% on STAAR scores.				
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>4) Title 1, Local, SCE and Campus funds will be utilized to supplement capital outlays, supplies, office supplies based on campus need, testing supplies, fine arts equipment, office equipment supplies, classroom supplies and staff development based on campus achievement needs, students initiatives, parents activities, and student incentives, for all core area of our school. State funds such as SCE, ELL CTE, GT, etc will be utilized to extend student learning and staff development.</p>		Administration, counselors, teachers, technologist	Grade reports each 6 weeks, STAAR scores increased by 10%, conferences certificates.			
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>5) Campus will provide intervention classes for all students that failed the 6th grade Math STAAR and students that passes but were close to failing.</p>		Math teachers, Administration, counselors	More students reaching approaches and meets on the STAAR test.			
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						







Goal 2: The number of grade 6, 7 and 8 students on track toward graduation will be 88.1% or greater

Performance Objective 1: Raise the attendance rate by 2% over prior year or maintain 96%

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 5 CSF 6</p> <p>1) Motivational awards, recognition, and certificates will be used to recognize students and teachers successes - A, A/B honor roll, perfect attendance and mustang motivator.</p>	Administrators, counselors, leadership team	Perfect attendance reports, eCampus reports, honor roll reports, surveys, reduced discipline referrals				
Funding Sources: 211 Title 1 - 500.00						
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>2) Stipends for 7 Team leaders through Title 1 for guiding the grade-level team in work and ensuring it is coordinated with school goals. The grade-level team leader coordinates community and parental activities semester that benefit the students, parents and community. This is outside of the contracted day, therefore paid \$1000.00 per semester.</p>	Administrators, leadership team	Student improvement on academic achievement in formative and summative assessments.				
Funding Sources: 211 Title 1 - 14000.00						

<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6</p> <p>3) The counselors and teachers will work with all students with emphasis on special student population and their parents regarding student progress, attendance and student individual needs. A flier about Compulsory Attendance will be sent out at the beginning of school to inform all about the importance of attendance. Postage cost for parent mail outs for invitations, extended academies and reminders.(target group: ALL, ECD, At Risk)</p>	Assistant Principals, counselors, principal, teachers	Daily attendance reports, STAAR results at the end of the year, benchmark results and grade reports at the end of each 6 weeks.				
<p>Funding Sources: 199 Local - 0.00</p>						
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						







Goal 2: The number of grade 6, 7 and 8 students on track toward graduation will be 88.1% or greater

Performance Objective 2: Increase our overall STAAR report card grade by 7-10 points.

Evaluation Data Source(s) 2: STAAR accountability report

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>1) Provide Academic Academies for student to focus on core academic areas, receive extra help on mastering the Essential Skill to be successful on the STAAR. Provide snacks for students staying.</p>	Administrators, teachers tutors	Monitor Academic Academies attendance correlation with achievement on the common assessment and the STAAR.				
Funding Sources: 211 Title 1 - 2000.00						
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6</p> <p>2) Provide a homework help session once a week. Focus on Economically disadvantaged students to help them master essential skills in each subject. Provide snacks and transportation.</p>	Administration, instructional specialist, partners in education, community volunteers	Student increasing performance on the STAAR. Increase in attendance rate.				
Funding Sources: 211 Title 1 - 2000.00						
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>3) Provide a tier 2 intervention/enrichment twice a week to ensure that student master the Essential Skills and more students perform at level 3 on assessments</p>	Administration, instructional specialist, teachers, leadership team	STAAR assessment results increase by 10% on Meets and Masters				

<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6</p> <p>4) Students will receive assistance through the use of co-funded content mastery, co-teach and modified assignments (target group: SPED, 504)</p>	Administrators, Special education teachers, teachers	6 weeks grade reports, assessment scores.				
<p>Funding Sources: 199 Local - 0.00</p>						
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>5) Title 1 will provide funding to acquire a campus technologist to help meet the technology assistance needs of the campus, maintain Google classroom, purchase materials, hardware and software for classrooms and teachers. Stipend paid to technologist of \$1,000 per semester.</p>	Campus technologist, administration, leadership team	Website, professional development, technology, student improvement on assessments and STAAR.				
<p>Funding Sources: 211 Title 1 - 2000.00</p>						
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						







Goal 3: San Jacinto will ensure a safe and welcoming environment where 100% of the MISD instructional expectations will be met.

Performance Objective 1: Plan and schedule meeting/events that will provide opportunities for parent involvement and provide information about the school and school programs

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>1) Offer meeting to parents and students to provide information about academics: Open house, 6th grade orientation and visit, Title 1, enrollment processes, SKYWARD, ELL information. dads on campus, moms on campus, 1 to 1 tutorial program, iMentor, Team parent meetings. Provide refreshments</p>	Principals, counselors department chairs, team leaders, Parent Liaison, and Instructional Specialist	Improved parental involvement, parent surveys, agendas, sign-in sheets,				
Funding Sources: 211 Title 1 - 900.00						
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6</p> <p>2) Use Title 1 funds for a Parent Liaison to conduct monthly informational parent meetings, assist in conferences and contacts, mail-outs to parents with information regarding the school and district. To actively seek out Partners in Educations to help provide additional support for the school. Liaison will receive a stipend of \$1000 per semester</p>	Principal, Assistant principals and Leadership team, parent Liaison	Increase in parental involvement as indicated by sign-in sheets. Increase in student academic performance at 6 week grading periods. Decrease in absences in attendance. Decrease in discipline issues. Acquire multiple Partners in Education.				
Funding Sources: 211 Title 1 - 2000.00						

<p>Comprehensive Support Strategy</p> <p>Targeted Support Strategy</p> <p>Critical Success Factors</p> <p>CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>3) Provide school newspapers, fliers, electronic newsletters, web pages, and internet informative sites to keep parents and community members updated about school events and programs.</p>	<p>counselors, instructional technologist, parent liaison, teachers, leadership team administration</p>	<p>improved staff, student, and community involvement</p>				
<p>Funding Sources: 211 Title 1 - 500.00</p>						
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						







Goal 3: San Jacinto will ensure a safe and welcoming environment where 100% of the MISD instructional expectations will be met.

Performance Objective 2: Create a safe, healthy and orderly environment in which 100% of the students will make progress.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 5 CSF 6 CSF 7</p> <p>1) Implementation and utilization of the district wide CHAMPS/DSC program by all classroom teachers and administrators.</p>	principals, leadership team, teachers	Decrease in office referrals and student assignments to ISS, OSS or DAEP. Decrease in number of expulsions.				
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>2) Conduct safety drills (fire, tornado, shelter/lock down), use Raptor system, use audio visual recording equipment, utilize Tardy eEliminator System to improve the learning environment, utilize Crime Stoppers program, administer the safe and drug free survey to a randomly selected student group. Train personnel in the use of the AED, CPR, and NCI. Provide Flu shot to all staff.</p>	Director of Special Education, Health services supervisor, administration, technology department	reports of drills, Crime Stoppers stats, reduced number of tardies, surveys, restraint forms.				
<p>Funding Sources: 211 Title 1 - 800.00</p>						

<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>3) Bullying and Suicide prevention program for students and staff. Continuation of programs like Teen Flow, Camfel productions, First Priority, Parents on Campus, iMentor, Project Wisdom, physical fitness program, 7th grade health checks for vision, hearing and acanthosis nigericans and other programs deemed appropriate for the mental and/or physical health of the student/staff population.</p>	<p>Counselors, administration, nurse, instructional facilitator, community members</p>	<p>Results of parent, teacher, students surveys, counselor reports, fitness assessment data, health documentation</p>				
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6</p> <p>4) A physical fitness program will be provided to all students enrolled in a physical education class to help them reach a required moderate or vigorous physical activity (MVPA) level. A fitness gram will be conducted on all students enrolled in a physical education class. We will continue to implement CATCH as our designated Campus School-wide Health program, to teach healthy modes of living (exercise, rest, & healthy eating habits). Our goal is to improve physical activity by incorporating activities that keep all students active during PE class and Band class.</p>	<p>Instructional facilitator, Health Services Supervisor, principals</p>	<p>Fitness gram data, health service data, catch surveys</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 4: San Jacinto will develop and support highly motivated staff members who maximize student success.

Performance Objective 1: 100% of students served in Enhanced Academic Services, ELL and Special Education will receive differentiated instruction.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>1) Teachers will utilize sheltered instruction, lead4ward strategies, and Depth of Knowledge principles learned to differentiate instruction for students as posted in their learning objectives. Professional development will be provided through campus based instruction.</p>	Instructional Specialist, administration, leadership team, directors, teachers	STAAR results and TELPAS results at the end of the year will increase by 10%. Instructional focus visits will show use of differentiation and objectives that can be measured.				
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>2) Administration will attend TMSA, TASSP, teachers will attend, CAST, CAMT, Seidlitz, AVID summer institute, travel and observe tops schools in the "40 comparison schools" group, and all other staff development deemed appropriate in order to improve instruction , rigor and relevance.</p>	Directors of ESL, ELA, Math ,SS and Science, Special Education, administration and T&L	Improved instruction across the curriculum, continued profession education hours.				
		Funding Sources: 211 Title 1 - 5000.00				

<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>3) Teachers will receive training in Professional Learning Communities (PLC), Lead4ward, balanced literacy, restorative discipline and CHAMPS. They will implement this training through lesson planning and classroom teaching strategies, to improve student learning.</p>	Administration, leadership team, district coaches, Solution Tree	Lesson planning, increase in Meets and Mastery on the STAAR by 10%				
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 = Accomplished
 = Continue/Modify
 = Considerable
 = Some Progress
 = No Progress
 = Discontinue

Goal 4: San Jacinto will develop and support highly motivated staff members who maximize student success.

Performance Objective 2: Provide support for 100% of staff and new staff members to increase retention of good teachers.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 5 CSF 6 CSF 7</p> <p>1) Faculty team building activities, including, but not limited to: Rockhounds, Christmas family dinner, faculty pot luck, college painting, mentors and buddies for new teachers to SJ.</p>	Administrators, department chairs, CEIC members, teachers, leadership team	Retention of high quality teachers				
Funding Sources: Other - 0.00						
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6 CSF 7</p> <p>2) Implementation of an Instructional Specialist to provide additional instruction designed to assist teachers with developing skills in the preparation of effective learning (lesson) plans, presentation of content, classroom management, and school and community communications. Serve as a liaison between the school, and the assigned office or department. To be paid through Title 1 \$1000 per semester</p>	Administrators, leadership team	Student improvement on academics achievement in formative and summative assessments. Increased teacher professional growth.				
Funding Sources: 211 Title 1 - 2000.00						

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Teachers will utilize data from assessments to develop materials and lessons for small group instruction using PLC, STAAR4Ward, Eduphoria and MISD Excellence in Teaching Model. Supplies will be need to supplement the small group instruction.
1	1	2	Continue using best strategies to build organizational skills and vocabulary using 3 ring notebook, planners, and Cornell notes for instruction.
1	1	3	Title 1 will provide funding resources to acquire technology to supplement the curriculum and assist in parent/student need: laptops/notebooks, computers, software, LCD projectors, bulbs, mounts, carts, document cameras, turnkeys, iPODS, calculators, printers, iPADS, electronic dictionaries, headphones and any other technology as deemed necessary.
1	1	4	Title 1, Local, SCE and Campus funds will be utilized to supplement capital outlays, supplies, office supplies based on campus need, testing supplies, fine arts equipment, office equipment supplies, classroom supplies and staff development based on campus achievement needs, students initiatives, parents activities, and student incentives, for all core area of our school. State funds such as SCE, ELL CTE, GT, etc will be utilized to extend student learning and staff development.
1	1	5	Campus will provide intervention classes for all students that failed the 6th grade Math STAAR and students that passes but were close to failing.
2	1	1	Motivational awards, recognition, and certificates will be used to recognize students and teachers successes - A, A/B honor roll, perfect attendance and mustang motivator.
2	1	2	Stipends for 7 Team leaders through Title 1 for guiding the grade-level team in work and ensuring it is coordinated with school goals. The grade-level team leader coordinates community and parental activities semester that benefit the students, parents and community. This is outside of the contracted day, therefore paid \$1000.00 per semester.
2	1	3	The counselors and teachers will work with all students with emphasis on special student population and their parents regarding student progress, attendance and student individual needs. A flier about Compulsory Attendance will be sent out at the beginning of school to inform all about the importance of attendance. Postage cost for parent mail outs for invitations, extended academies and reminders.(target group: ALL, ECD, At Risk)
2	2	1	Provide Academic Academies for student to focus on core academic areas, receive extra help on mastering the Essential Skill to be successful on the STAAR. Provide snacks for students staying.
2	2	2	Provide a homework help session once a week. Focus on Economically disadvantaged students to help them master essential skills in each subject. Provide snacks and transportation.
2	2	3	Provide a tier 2 intervention/enrichment twice a week to ensure that student master the Essential Skills and more students perform at level 3 on assessments

Goal	Objective	Strategy	Description
2	2	4	Students will receive assistance through the use of co-funded content mastery, co-teach and modified assignments (target group: SPED, 504)
2	2	5	Title 1 will provide funding to acquire a campus technologist to help meet the technology assistance needs of the campus, maintain Google classroom, purchase materials, hardware and software for classrooms and teachers. Stipend paid to technologist of \$1,000 per semester.
3	1	1	Offer meeting to parents and students to provide information about academics: Open house, 6th grade orientation and visit, Title 1, enrollment processes, SKYWARD, ELL information. dads on campus, moms on campus, 1 to 1 tutorial program, iMentor, Team parent meetings. Provide refreshments
3	1	2	Use Title 1 funds for a Parent Liaison to conduct monthly informational parent meetings, assist in conferences and contacts, mail-outs to parents with information regarding the school and district. To actively seek out Partners in Educations to help provide additional support for the school. Liaison will receive a stipend of \$1000 per semester
3	1	3	Provide school newspapers, fliers, electronic newsletters, web pages, and internet informative sites to keep parents and community members updated about school events and programs.
3	2	1	Implementation and utilization of the district wide CHAMPS/DSC program by all classroom teachers and administrators.
3	2	2	Conduct safety drills (fire, tornado, shelter/lock down), use Raptor system, use audio visual recording equipment, utilize Tardy eEliminator System to improve the learning environment, utilize Crime Stoppers program, administer the safe and drug free survey to a randomly selected student group. Train personnel in the use of the AED, CPR, and NCI. Provide Flu shot to all staff.
3	2	3	Bullying and Suicide prevention program for students and staff. Continuation of programs like Teen Flow, Camfel productions, First Priority, Parents on Campus, iMentor, Project Wisdom, physical fitness program, 7th grade health checks for vision, hearing and acanthosis nigericans and other programs deemed appropriate for the mental and/or physical health of the student/staff population.
3	2	4	A physical fitness program will be provided to all students enrolled in a physical education class to help them reach a required moderate or vigorous physical activity (MVPA) level. A fitness gram will be conducted on all students enrolled in a physical education class. We will continue to implement CATCH as our designated Campus School-wide Health program, to teach healthy modes of living (exercise, rest, & healthy eating habits). Our goal is to improve physical activity by incorporating activities that keep all students active during PE class and Band class.
4	1	1	Teachers will utilize sheltered instruction, lead4ward strategies, and Depth of Knowledge principles learned to differentiate instruction for students as posted in their learning objectives. Professional development will be provided through campus based instruction.
4	1	2	Administration will attend TMSA, TASSP, teachers will attend, CAST, CAMT, Seidlitz, AVID summer institute, travel and observe tops schools in the "40 comparison schools" group, and all other staff development deemed appropriate in order to improve instruction , rigor and relevance.

Goal	Objective	Strategy	Description
4	1	3	Teachers will receive training in Professional Learning Communities (PLC), Lead4ward, balanced literacy, restorative discipline and CHAMPS. They will implement this training through lesson planning and classroom teaching strategies, to improve student learning.
4	2	1	Faculty team building activities, including, but not limited to: Rockhounds, Christmas family dinner, faculty pot luck, college painting, mentors and buddies for new teachers to SJ.
4	2	2	Implementation of an Instructional Specialist to provide additional instruction designed to assist teachers with developing skills in the preparation of effective learning (lesson) plans, presentation of content, classroom management, and school and community communications. Serve as a liaison between the school, and the assigned office or department. To be paid through Title 1 \$1000 per semester

Campus Education Improvement Committee

Committee Role	Name	Position
Principal	Deborah Kendrick	Principal
Assistant Principal	Lisa Cisneros	Asst. Principal
Assistant Principal	Tommy Duncan	Asst. Principal
Classroom Teacher	Christin Nix	DEIC rep/Math
Classroom Teacher	Angelica Monclova	Teacher/Band
Classroom Teacher	Patricia Reyes	ELAR teacher
Classroom Teacher	Dana Johnson	ELAR teachers
Classroom Teacher	David Thomas	Teacher/Reading
Classroom Teacher	Kathryn Loter	Teacher/Science
Classroom Teacher	Vidal Torres	DEIC alternate/NC2
District-level Professional	Debbie Oliver	Exec Dir LOTE
Community Representative	Melissa Wicker	PIE
Parent	Cindee Dietrich	parent
Classroom Teacher	Krystal Rodriquez	ELAR teacher

Campus Funding Summary

211 Title 1					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1		211-11-6399-00-045-9-30	\$500.00
1	1	2		211-11-6399-00-045-9-30	\$2,000.00
1	1	3		211-11-6399-00-045-9-30	\$54,500.00
1	1	4		211-11-6399-00-045-9-30	\$3,000.00
2	1	1		211-11-6399-00-045-9-30	\$500.00
2	1	2		211-11-6117-00-045-9-30	\$14,000.00
2	2	1		211-11-6118-00-045-9-30	\$2,000.00
2	2	2		211-11-6118-00-045-9-30	\$2,000.00
2	2	5		211-11-6100-045-9-30	\$2,000.00
3	1	1		211-61-6399-00-045-9-30	\$900.00
3	1	2		211-22-6117-00-045-9-30	\$2,000.00
3	1	3		211-61-6399-00-045-9-30	\$500.00
3	2	2		211-11-6399-00-045-9-30	\$800.00
4	1	2		211-23-6411-00-045-9-99	\$2,500.00
4	1	2	211-13-6411-00-045-9-99		\$2,500.00
4	2	2		211-11-6117-00-045-8-30	\$2,000.00
Sub-Total					\$91,700.00
199 Local					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	3			\$0.00
2	2	4			\$0.00
Sub-Total					\$0.00
SCE					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount

1	1	5			\$0.00
Sub-Total					\$0.00
Other					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	2	1			\$0.00
Sub-Total					\$0.00
Grand Total					\$91,700.00