

# Lincoln Junior High Campus Improvement Plan

2018-2019

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## **Mission Statement**

The mission of Coldspring-Oakhurst CISD is to educate and equip all learners with knowledge, skills, and experiences to be successful in life.  
The mission of LJH is to model and develop an equipped Trojan with the necessary traits and skills to be a successful servant leader in life.

## **Vision**

*Coldspring-Oakhurst CISD. . . Creating Opportunities For All*

*At LJH, we believe in building servant leaders while creating opportunities for All.*

## **We Believe:**

- All students will learn in a safe and secure environment
- In providing high expectations for student achievement and quality instruction
- A strong academic focus is essential for preparing all students
- In attracting and retaining quality staff at all levels
- Equal learning opportunities are provided for all students
- Every student will be prepared for the 21<sup>st</sup> Century
- Leadership development at all levels of the organization is important
- Our community pride and participation in the schools strengthens the organization
- A positive culture is vital to the organization's success
- Embracing diversity is a strength

## **Core Values of a Trojans are:**

- ❖ Trustworthy
- ❖ Responsible
- ❖ Openhearted
- ❖ Justifiable Choices
- ❖ Attitude of Servant Leadership
- ❖ Noble Character

## Comprehensive Needs Assessment Summary

Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified needs?	Priorities What are the priorities for the district, including how federal and state program funds will be used?
<b>Student Achievement</b>	Benchmarking and actual testing days have been reduced. LJH has a “data room” where teachers are focused on student data. Students feel they have improved in Writing after completing 7 <sup>th</sup> grade writing course.	STAAR data shows improvement needed in all four core subject areas. Foundational learning needs to improve.	Tutoring Rtl Program and Intervention Strategies Researched based Instructional Programs (including computer programs) Literacy Plan, Vocabulary, and Writing Expectations have been put into place, but development of program needs to continue. Math professional development plan has been created and will continue to be improved.
<b>Technology</b>	Students feel technology is available to them Staff – “Mrs. Eichman is awesome” Large number of Chromebook Online availability is awesome	More dependable internet/Wi-Fi	Continue to update outdated technology
<b>School Culture and Climate</b>	Positive relationships between members of campus community. Access to technology is a plus. Students feel safe at school. Communication between school and home is good. Willingness of the staff to be supportive of administration and each other.	Positive Behavior recognition continued. Expectation of improvement. Consistency in discipline by admin and staff. Consistent Behavior Expectations that are campus wide. Improvement of academic & behavioral expectations in ISS.	ISS Behavioral Plan PBIS Reward / Recognition structure Positive opportunities to interact with parents and community. ISS Schedule for Academics.
<b>Staff Quality/ Professional Development</b>	Wide variety of teacher training Inservice trainings CLC Meetings Teacher Led PD sessions	Classroom Management PD Differentiated Instruction PD	More content based Professional Development Classroom Management PD Differentiated Instruction PD
<b>Curriculum, Instruction, Assessment</b>	TEKS RESOURCE SYSTEM-a good guide for beginning teachers. TEKS RESOURCE SYSTEM -good scope and sequence. Read 180- good for Rtl Reading at LJH.	Established Writing Requirements across the curriculum across the campus Vocabulary Plan developed for every grade level. Implement new progress monitoring via	Read 180/I-station Data Tracking by students Vocabulary across the curriculum program

		data tracking.	
<b>Family and Community Involvement</b>	Band Program draws large parent support. Parents show up for sporting events. Marquee always updated.	More programs to train parents. Callouts sent the previous week. Math/Science/ELA/Social Studies night. Parent incentives for participation.	Parental involvement Team Parent University Student/Parent interaction opportunities Academic Event Nights Frequent (6 weeks) award ceremonies

<b>District Demographics 2018-2019</b>		
	<b>#</b>	<b>%</b>
All	1510	100
White	1029	68.15
African American	283	18.74
Hispanic	131	8.68
SPED	157	10.4
GT	80	5.3
ECOD	972	64.37
ELL/LEP	11	0.73

<b>Achievement Results</b>							
<b>Subject</b>	<b>Grade</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Reading	5	60	78	81	74	60	55
	6	67	52	68	78	51	49
	7	67	72	65	69	65	55
	8	71	78	89	82	82	72
Math	5	32	76	80	NA	73	78
	6	64	39	67	NA	52	60
	7	48	54	48	NA	57	47
	8	59	68	68	NA	56	66
Science	8	56	67	53	52	52	64
<b>Social Studies</b>	8	42	66	48	56	29	47
<b>Writing</b>	7	59	58	49	67	68	54

**Staff Development:**

Focus:

Strengths	Needs
Addition of RTI Teacher to campus	Classroom management plans
Region 6 trainers come to our campus	Differentiation in the classroom/Small groups
On campus PD provided by RTI Teacher	TEKS Breakdown/Disaggregation of data
IC's added to campus and working with planning	CHAMPS

**Curriculum/Instruction/Intervention:**

Summary Statement:

Strengths	Needs
Team Planning	Teachers understanding of TEKS
Lesson Plans more detailed	Focus on Data and using data to drive instruction
RTI weekly	Universal Screener-I-station
Teacher and Student Goal Setting	Understanding of Learning Intentions and Success Criteria

**Family & Community Involvement:**

Summary Statement:

Strengths	Needs
Weekly Callouts	Parent involvement in academic night; what are their needs
Open House, Curriculum Nights	Parental Support with student discipline and School expectations
Positive phone calls	Positive community communications
Extracurricular Activities <ul style="list-style-type: none"> <li>● Sports</li> <li>● Band</li> </ul>	Provide opportunities for parents to participate in academic and social events
Parent University	Opportunities for parents to be involved with school

**Culture & Climate:**

Summary Statement:

Strengths	Needs
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Staff are very close and family based	Boost staff morale
Close knit community	Structures, expectations and procedures campus-wide
High parental involvement	School Pride

**Technology:**

Summary Statement:

Strengths	Needs
Chromebook Carts, ipad carts	District-wide PD on Technology Integration in classroom/Blended Learning
TEKS Resource System	Smoother check-in/out process
Two Computer Labs	More technology friendly campus/district
Missy Eicheman	Teacher led technology training
Teachers trained in READ 180 and I-station	Equipment upgrade
Smart Boards in all classrooms	Consideration of BYOD for students

**Data Sources Reviewed:**

- **PEIMS DATA**
- **Program Evaluations**
- **TAPR Report**
- **STAAR Data**
- **COCISD Technology Plan**
- **Parent, Staff Surveys**
- **Professional Development Plans**
- **Community Involvement Documentation**



	<b>District Goal(s) :</b>
	Goal 1: All students will achieve high standards in all academic programs.
	<b>Campus Objective(s):</b>
	Obj. A: All student will show growth by 5% on all state assessments in all student accountability groups and special population.

	<b>Strategies and Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>	<b>Formative/ Summative</b>
	Continue to monitor the use of TEKS RESOURCE SYSTEM Year at a Glance -in all four core subject areas .	Campus Administrators IC's	Local	Each 6 weeks of school year	Classroom Walkthroughs	STAAR test results	Student Grade Reports Benchmarks
	Conduct consistent monitoring of classroom instruction time by all campus leadership teams conducting walkthroughs. Weekly leadership meeting to discuss walkthrough results.	Campus Administrators IC's CLFs	Local	Each 6 weeks of school year	Classroom Walkthrough Documentation	STAAR test results	Student Grade Reports Benchmarks Classroom Walkthrough Documentation
	Increase teacher effectiveness in using data to drive instruction.	Campus Administrators IC/s CLFs	Local	Within CLC PD training Each 6weeks CFA	Data Room	STAAR test results	Student Grade Reports Benchmarks

<b>Strategies and Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>	<b>Formative/ Summative</b>
All teachers are expected to plan and deliver instruction that demonstrates a differentiated curriculum inclusive of varied instructional strategies, cooperative learning, and varied assessment of student learning.	Campus Administrators IC's Teachers	Title I & II Local	Each 6 weeks of school year	Frontline Eduphoria	STAAR test results	Student Grade Reports Benchmarks
Continue to implement an embedded RtI time period for interventions and enrichments.	Campus Administrators IC's Teachers	Local	Each week	Walkthroughs Data Room, RTI	STAAR test results CFA Results Benchmarks	Student Grade Reports Benchmarks
Provide high quality professional development that meets the needs of the LJH staff.	Campus Administrators IC's Teacher Leaders	Local	Weekly CLC meetings Monthly Staff Meeting	P.D. Days C.L.C. Meetings	STAAR test results Teacher development	Student Grade Reports Benchmarks
Provide Gifted and Talented support for students during RtI embedded time.	IC's Teachers	Local	Each week RtI session except science priority weeks	GT Showcase	STAAR test results Student products	Student Grade Reports Benchmarks
All teachers will offer tutorial times during the week (morning and afternoon) that students may be assigned for missing assignments or failing grades.	Campus Administrators IC's Teachers	Local	Weekly	Tutorial logs	STAAR test results Student Academic Grades CFA Growth	Student Grade Reports Benchmarks
Implement Data Tracker program for students.	Campus Administrators IC's Teachers	Local	After every CFA (6 weeks)	Student Data Books	STAAR test results Student ownership	Student Grade Reports Benchmarks
Develop an Academic Vocabulary List from CFA tests to implement before unit begins.	Campus Administrators IC's Teachers	Local	6 weeks	Vocabulary usage in cross curricular courses	STAAR test results	Student Grade Reports Benchmarks

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative
Facilitate RtI time to strengthen student performance in reading, writing, math, science, and social studies.	Campus Administrators IC's CLFs Teachers	Title I SCE	Each 6 weeks of school year	Tutoring Records	STAAR test results Grade improvement	Student Grade Reports Benchmarks
Include a critical writing / discussion question (component) embedded in each lesson.	Campus Administrators IC's Teachers	RTI	Weekly RTI Schedule	Writing activities embedded in lessons	STAAR test results	Student Grade Reports Benchmarks
Support campus implementation of Data Rooms for ongoing data disaggregation and targeted instructional planning.	Campus Admin IC's	Title II	Each six weeks	Data Analysis	CFA Growth	Systems safeguards met
Design assessment system to maximize data gathering and minimize disruptions to instruction.	IC's	Local	Each six weeks	Data Room	STAAR CFA Growth	STAAR
Summer School services will be provided for the purpose of credit recovery and accelerated instruction.	Campus Administrators Classroom Teachers	SCE/ Attendance Committee	June 2019-July 2019	Summer School Schedule	Credits Received Student Promoted to next grade	End-of-Year Grade Reports; Student Attendance Rosters; Lesson Plans; Teacher Evaluations

**District Goal(s) :**

Goal 2: COCISD will improve parent and community participation through effective communication and developing partnerships.

**Objective(s):**

Campus Obj. A: During the 2018-2019 school year LJH staff will work jointly with parents and the community to maximize learning for all students through communication, collaborative partnerships and unity of purpose.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative
Maintain district volunteer program to assist community members in serving all campuses.	Campus Administrators Director of Student Services	Local	Year Round	Volunteer Applications Volunteer Roster	Increase in parent participation	Volunteer Logs; Student Performance Data; Parent Surveys; Staff Surveys
Continue events such as: Meet the Teacher, Donuts/Dads, Muffins/Moms, Granola/Grandparents, Coffee with counselor and Curriculum Nights.	Campus Admin	Title I	Each Semester	Schedules Sign In sheets Agendas	Increase in parent participation	Increase in parent participation
Create a family night showcasing the four core classes (math/science/ELA/social studies).	Campus Admin IC's Teachers & Staff	School Improvement Grant	One each semester	Parent Sign-in Sheets Student Competitions	Increase in parent participation	Increase in parent participation
Develop a plan to make positive phone calls home for each teacher.	Campus Admin IC's Teachers & Staff	Local	6 positive phone calls by each teacher a week.	Phone logs	Increase in Communication	Phone Logs Parent surveys on communications
Parent University to assist LJH parents in parenting, social, and academic skills.	Campus Admin School Couns	School Imp Grant	Input Meeting 9/4 and implementation by 10/11	Parent sign ins	Increase in parent participation	Increase in parent participation
Invite parents/guardians to award assemblies at the end of the 1st – 5th Six week grading cycles.	Campus Admin IC's Teachers & Staff	Local	End of each semester	Parent attendance	Increase in parent participation	Increase in parent participation

Continue to develop School to Career Opportunities Invite local businesses and organizations to provide support.	Campus Admin Counselor IC's Teachers & Staff	Local	October 2018	Student Participation	Speakers present	Parent surveys	
Create and maintain a campus calendar to keep staff informed.	Campus Admin Admin Assistant	Local	August 2018	Calendar used by all	Increase in staff communication	Increase in staff communication	

**District Goal(s):**  
 Goal 3: COCISD will foster a positive, safe and drug free learning environment that supports academic achievement.

**Objective(s):**  
 Campus Obj. A: The campus will decrease the amount of discipline consequences by 70% or greater for the 2018-19 school year.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative
Create a campus Matrix that include a set of expectations for students and teachers to include:  Tardies Bathroom usage Bus Etiquette Passing Periods / Hallway Cafeteria Classroom Technology checkout / use	Principal IC's CLFs Teachers	Local PBIS	August Professional Development  6 weeks discipline reports	Expectations Created  Expectations Modeled in first week of school  Rtl	Reduced Referrals	Reduced Referrals
Enhance the new teacher campus mentoring program	Principal IC's RTI-Teacher Teacher Leaders	Title II	July – Assignments August – Mentor Partners	Mentor monthly Summaries Mentee Feedback	Teacher Retention	Teacher Retention
Create a campus wide set of incentives for staff and students	Administrative & Leadership Team	Local	Weekly for Employee of the Week & Student of the Week	T-Shirts Announcements \$25 Gift card for perfect Attendance Teacher	Teacher & Student Morale	Teacher Retention and Decrease in Referrals

Provide high quality professional development to staff for Classroom management techniques. CHAMP/Classroom Management Plans for teachers	Principal Asst Principal IC's Teacher Leaders	Staff	Begin August PD prior to school start	Classroom management strategies deployed	Fewer student discipline referrals	Reduction in referrals	
Implement a positive behavior support group	Counselor PBIS Team ISS Teacher	Title II & Local	Each 6 weeks	Schedule	Reduced Referrals	Reduced Referrals	
Utilize drug dogs to maintain a drug-free campus	Chief of Police	COCISD Police	Each semester	Schedule	Decrease in referrals for drug related incidents	Decrease in referrals	

**District: Goal(s)**

Goal 4: COCISD will actively recruit, retain, and train fully certified and effective staff, as well as provide sustained high quality professional development.

**Objective(s):**

Obj. B: During the 2018-2019 school year, 100% of the teachers at Lincoln Junior High will be highly qualified..

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative
Implement a mentor program for all first year teachers.	Principal Asst Principal CLL Teacher Leaders	Teacher leaders Mentor PD	Beginning in August	Notes from Mentor/Mentee meetings	Stronger first year teachers	More teachers remain at LJH
Send Weekly Bulletin Monday emails on Sunday to staff.	Principal Asst Principal CLL Teacher Leaders	Teacher walkthrough data camera	Sent on Sundays	Emails received	Informed staff	More teachers remain at LJH
Create monthly PD for All teachers.	Principal Asst Principal CLL RTI-Teacher Teacher Leaders	Lead4ward app	Begin in October	Teachers sign-in sheets for PD	Teachers growth	More teachers remain at LJH



**District Goal(s):**  
 Goal 5: COCISD will ensure fiscal responsibility through sound and transparent practices with our financial resources.

**Objective(s):**  
 Obj. A: Develop systemic reward programs that target and celebrate growth of staff and students

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative
Develop campus level attendance incentive program to increase student attendance to at least 96%.	Campus Administrators Business Manager Superintendent	Local	Each 6 weeks of school year	Campus Records Attendance meetings	Increased Student Attendance	Six Weeks Attendance Reports; TAPR
Maintain leaver coding process at the district & campus level to ensure accurate coding of withdrawn students in an effort to decrease reported dropouts.	Campus Administrators Business Manager District PEIMS Coordinator	Local	Each 6 weeks of school year	Meeting Agendas	Decreased dropout rate	Campus Leaver Reports; District PEIMS submission
Utilize COCISD Police Department in partnership with local JP to enforce the truancy mandate.	Campus Administrators Business Manager Director of Safety District PEIMS Crd.	Local	Each 6 weeks of school year	Attendance Review Committee Meeting Records	Increased Student Attendance	Six weeks Attendance Records; # of Students/Parents filed on in JP Court
LJH will hold 6 week reward assemblies to target academic success and student growth.	Principal Asst Principal CLL Admin Asst Teacher Leaders	Certificates	At the end of each 6 week grading period	assemblies	Continued growth	STAAR results for 2019
Implement data tracker system in the agenda binders given to all students.	Principal Asst Principal CLL Teacher Leaders	Agendas	Implement week one	All students have agendas	Higher academic scores	STAAR results for 2019
Continue the Employee of the Month & Student of the Week recognitions.	Principal Asst Principal CLL Teacher Leaders Teachers	Certificates Parking spot	Monthly & each Monthly of the school year	Excel doc of all winners	Higher morale	Higher campus morale



**Campus Improvement Meeting to review Campus Improvement Plan held on 9/24/2018.**

**By signing below I acknowledge that I was a part of the team to review and revise the cIP goals, objectives and strategies.**

Last Name	First Name	Role	Signature	Email/Mailing Address/Phone
Mills	Crystal	Lincoln Jr. High School Parent		281-508-1635 cerm1981@yahoo.com
Phlegm	Beatrice	Lincoln Jr. High School Parent		713-907-4005
Patrick	Amie	Lincoln Jr. High School Counselor		936-653-1166 apatrick@cocisd.org
McSpaden	Rachel	Lincoln Jr. High Teacher		<a href="mailto:rmcspaden@cocisd.org">rmcspaden@cocisd.org</a>
Smith	Brandi	Lincoln Jr. High School Assistant Principal		936-653-1160 bsmith@cocisd.org
Hawthorne	Sherray	Lincoln Jr. High School Teacher		936-653-1166 shawthorne@cocisd.org
Forrest	Debbie	Lincoln Jr. High Teacher		<a href="mailto:dforrest@cocisd.org">dforrest@cocisd.org</a>
Brown	Frank	Principal		fbrown@cocisd.org
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