

Navarro Independent School District
Navarro Junior High School
2018-2019 Campus Improvement Plan

Accountability Rating: Met Standard



Navarro ISD
Where Excellence is the Standard...

Board Approval Date: December 17, 2018
Public Presentation Date: December 17, 2018

Vision

Navarro ISD provides a safe and positive environment, cultivating creative problem solvers that make sound, ethical decisions.

We value relationships

We engage learners

We foster resilience and confidence

We encourage forward thinking

Goal 1: NISD will provide modern and inviting facilities that inspire a learning community.

Indicators of Success:

Adequate space for a growing population

Expanded technology infrastructure

Safe learning environment with enhanced security measures

Goal 2: NISD will foster and support a professional learning community that attracts and develops a diverse staff that engages all students.

Indicators of Success:

Competitive compensation

Foster team attitude for continuous improvement with collaboration at grade, campus, and district levels

Implement Technology Literacy Proficiency Program to support interactive student learning and technology integration

Goal 3: NISD will meet individual academic needs, challenging students to their highest potential and developing college and career readiness.

Indicators of Success:

Course offerings, strategies, and extracurricular activities that meet the needs of individual students and prepare them for college and career success.

Continuous improvement on state accountability measures, such that learning gaps narrow:

1. Each campus earns a Domain I (performance of all student groups) grade of “A”
2. Each campus improves Domain III performance (student growth) by one letter grade
3. The District earns an overall grade of “A”

Effective communication within the district and campus and between the classrooms and the home.

Effective counseling and K-12 instruction that addresses communication, social skills, professional character, and work ethic.

Increase rigor in the classroom to help level out the disparities between grades and campuses, as well as demographic groups.

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Comprehensive Needs Assessment

Student Academic Achievement

Student Academic Achievement Summary

Student Academic Achievement Masters Meets Approaches All Subjects 27% 58% 86% Reading 33% 60% 91% Math 24% 61% 90% Writing 18% 60% 80% Science 27% 56% 81% Social Studies 28% 48% 76%

Student Academic Achievement Strengths

In 2017-2018 NJH posted scores that were higher than the state average in most areas tested. NJH met standard in all areas including Student Achievement, Student Progress, Closing the Achievement Gap and Post Secondary Readiness. In planning for the 2018-2019 school year, our goal is to increase passing rate in all tested areas to 90% and maintain averages that are higher than the state average.

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Our Special Education and English Learner Students did not meet the success targets set by the state. **Root Cause:** Our sub-populations (Special Education/EL) are growing faster than we can train our staff on the effective strategies for serving these populations.

Problem Statement 2: Only 45% of our English Learner students passed the STAAR Reading test. **Root Cause:** Our EL population is growing faster than we can train our teachers on effective strategies for serving our EL students

Problem Statement 3: On 46% of our Special Education students passed the Science STAAR Exam **Root Cause:** Our Special Education students require lessons to be presented in a variety of methods that will be addressed through Professional Development

School Processes & Programs

School Processes & Programs Summary

Navarro ISD strives to provide a cohesive sequence of instruction to students based on individualized instructional needs. To assist teachers, administrators, parent and community members in understanding the flow of instructional content, Navarro ISD is a partner of the Texas Curriculum Management Cooperative and uses the TEKS Resource System as a foundation for the district curriculum. The Teks Resource System does not provide scripted instructional lessons, but does provide a sequence for study along with various resources, unit guides, vertical alignment resources and formative assessment tools. The TEKS Resources System provides a Scope and Sequence and Instructional Focus Documents for each grade level and content area to help frame the lesson and ensure that TEKS are covered in the classroom according to the depth and intensity designed by the State of Texas. NJH also uses Eduphoria Aware to house and analyze student testing and academic performance. The reporting feature of Aware allows teachers to review in-district assessment performance. The staff also uses resources provided by Lead4ward to help review and analyze data for instructional planning. The combination of the three curriculum resources provides teachers with the data tools necessary to design engaging lessons targeted at the highest needs. NJH also participated in Explicit Instructional training to assist with lesson design that promotes classroom management and engagement.

NJH also uses MAP (Measures of Academic Progress) assessments. The assessments are universal screeners that in a short time frame identify what students are ready to learn at the beginning, middle and end of a school year. This diagnostic tool provides instructional goals by students and helps identify instructional gaps among students, classes and content areas. These assessments are used in combination with STAAR, classroom assessment data and Professional Learning communities to help make sound instructional decisions focused on student needs.

School Processes & Programs Strengths

The faculty, staff and students at NJH create a welcoming and safe environment for all of our students and staff. Our environment allows us to recruit and retain highly qualified staff. This environment also helps our students and staff flourish in the learning process. All of the staff is data analysis tools, Teks resources and opportunities for staff development with contributes to a positive environment and allows us to retain both students and staff. Staff members are involved in Professional Learning Communities to assist with vertical and horizontal alignment of curriculum and curriculum resources.

Perceptions

Perceptions Summary

NJH values strong working relationships with our stakeholders. We continue to work to provide our students with facilities that are inviting and inspire a learning community. We value and want to attract a diverse staff that engages our student and we want to meet the needs of all of our students. NJH provides a culture that is positive and welcoming to all of our students and community members. NJH works with several organizations to help our students make sound decisions and maintain a safe environment. These organizations include Texas School Safety Center, Guadalupe County Sheriff's Office, Austin Lifeguard.

Perceptions Strengths

The faculty, staff and students at NJH create a welcoming and safe environment for all of our stake holders. This type of environment allow us to recruit and retain highly qualified staff members. This type of environment also contributes to the learning process as students are comfortable and allows the learning process to flourish. Our PTO has been active this year and will continue to make contributions to our campus. Our staff members are excited about the addition of the PTO group.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- 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
- Domain 1 - Student Achievement
- Performance Index Framework Data: Index 1 - Student Achievement
- Domain 2 - Student Progress
- Performance Index Framework Data: Index 2 - Student Progress
- Domain 3 - Closing the Gaps
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Community and student engagement rating data

Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Student Success Initiative (SSI) data for Grades 5 and 8
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Special education population, including performance, discipline, progress, and participation data
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data

Student Data: Behavior and Other Indicators

- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Class size averages by grade and subject
- School safety data
- Class size averages by grade and subject

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Teacher/Student Ratio
- Highly qualified staff data
- Campus leadership data
- Professional development needs assessment data
- T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Goals

Goal 1: Make significant progress toward increased student achievement while meeting and exceeding standards in all domains of the state accountability system.


Performance Objective 1: By the end of 2019, NJH will increase student achievement by for all population groups on state assessments.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
<p>Comprehensive Support Strategy Targeted Support Strategy</p> <p>1) Utilize Student Support Committee to identify the needs of our students and focus our intervention efforts.</p>	Counselor, Teachers, Principal	Improved student success in school and state administered STAAR Test.				
Funding Sources: Local Funds - 0.00						
<p>2) Ensure that eligible students receive dyslexia, ESL, GT, 504 and Special Education services and/or accommodations. Ensure that teachers in key academic areas are certified in ESL.</p>	Counselor, Teachers, Principal, Dyslexia Specialist	Improved student performance academically and on the state administered STAAR Test				
Funding Sources: Local Funds - 0.00						
<p>Comprehensive Support Strategy Targeted Support Strategy</p> <p>3) Provide all teachers with training in developing instructional objectives, STAAR strategies, differentiating strategies and explicit instruction.</p>	Principal, Teachers, Chief Instructional Officer.	Improved lesson development, organization, delivery and implementation.				
Problem Statements: Demographics 1 - Student Achievement 1, 2, 3, 4						
Funding Sources: Local Funds - 0.00						
<p>4) Utilize Eduphoria to identify and intervene with students who are at risk of failing the STAAR Test. Utilize MAP testing to identify students who need additional assistance to be successful</p>	Counselor, Principal and Teachers	Improved student preparation and success on the state mandated STAAR test.				
Funding Sources: Local Funds - 0.00						
<p>5) Teachers will utilize WebCats, STAAR Test Maker and Eduphoria to assist in developing rigorous unit test and benchmarks.</p>	Teachers, Principal					
Funding Sources: Local Funds - 0.00						

<p align="center">Comprehensive Support Strategy</p> <p align="center">Targeted Support Strategy</p> <p>6) Provide tutorial option during the school day for students who are identified as at risk of failing a subject or STAAR test.</p>	Counselor, Principal and Teachers	Improved student performance, Fewer student who fail and/or retained.				
	<p>Problem Statements: Demographics 1 - Student Achievement 1, 2, 3, 4</p> <p>Funding Sources: Local Funds - 0.00</p>					
<p>7) Provide learning lab assistance to all students.</p>	Teachers, Principal, Counselor	Improved student performance, fewer students failing and/or being retained.				
	<p>Funding Sources: Local Funds - 0.00</p>					
<p align="center">Comprehensive Support Strategy</p> <p align="center">Targeted Support Strategy</p> <p>8) All students who have failed the STAAR Test or have failing grades will receive intensive remediation during scheduled tutorials</p>	Teachers, Counselor, and Principal	Improved student performance, fewer failing students, improved passing rate on STAAR test.				
	<p>Problem Statements: Demographics 1 - Student Achievement 1, 2, 3, 4</p> <p>Funding Sources: Local Funds - 0.00</p>					
<p>9) NJH will continue to offer advanced classes in ELA, Science and Math. NJH will also offer courses that allow students to earn HS credit such as Speech, Health, Alg I, Art I, Spanish, German, Principal of Health Technology and Theater I. NJH will provide students with College and Career Readiness.</p>	Counselor, Principal, and Teachers					
	<p>Funding Sources: Local Funds - 0.00</p>					
<p>10) NJH will utilize a functional academics class to service our special education students who need to develop functional skills.</p>	Principal, Special Ed. Director.					
	<p>Funding Sources: Local Funds - 0.00</p>					
<p>11) NJH will develop and implement an assessment calendar. Teachers who teach common subjects will have common assessments and lessons.</p>	Principal					
	<p>Funding Sources: Local Funds - 0.00</p>					
<p>12) NJH will utilize IXL and Compass learning for STAAR Remediation.</p>	Teachers, Principal	Improved student success rate on the STAAR Exam				
	<p>Funding Sources: Local Funds - 0.00</p>					
<p align="center">Comprehensive Support Strategy</p> <p align="center">Targeted Support Strategy</p> <p>13) NJH will implement a tutorial schedule 5 days a week and a resource class to help our Special Education Population succeed on the STAAR Exam.</p>	Special Ed. Teachers, Principal and Counselor	Improved student performance on the STAAR exam				
	<p>Problem Statements: Student Achievement 1, 2, 3, 4</p> <p>Funding Sources: Local Funds - 0.00</p>					
<p>14) NJH will continue to support the 1:1 initiative for all students. The chrome books will help facilitate instruction and learning.</p>	Principal, Technology director, teachers.					
	<p>Funding Sources: Local Funds - 0.00</p>					
<p align="center">Comprehensive Support Strategy</p> <p align="center">Targeted Support Strategy</p> <p>15) NJH will utilize lead4ward heat maps, tutorial periods, benchmarks and Eduphoria to help student continue to make progress (meet success target) on STAAR Tested areas.</p>	Teachers, Principal	Improved student performance on the STAAR Test				
	<p>Problem Statements: Student Achievement 1, 2, 3, 4</p> <p>Funding Sources: Local Funds - 0.00</p>					

Comprehensive Support Strategy Targeted Support Strategy 16) NJH will provide teachers with the opportunity to receive professional staff development on effective teaching strategies for ESL, Special Education and Eco. Disadvantaged students.	Teachers, Principal and Chief Instructional Officer.	Improved student performance.				
	Problem Statements: Student Achievement 1, 2, 3, 4 Funding Sources: Local Funds - 0.00					
Comprehensive Support Strategy Targeted Support Strategy 17) NJH will continue to utilize resource classrooms, learning lab and in class support to improve Special Education performance on all tested areas of the STAAR test and target goals.	Principal, Teachers and Special Education Director.	Improved Student performance on the STAAR Test, meet targeted area.				
	Problem Statements: Student Achievement 1, 2, 3, 4 Funding Sources: Local Funds - 0.00					
18) NJH will complete staff development to support the implementation of the ELPS in the general education classroom to improve student performance.	Bilingual Teacher, Principal, and Chief Instructional Officer.	Improved ESL student performance on all tested areas of the STAAR test.				
	Funding Sources: Local Funds - 0.00					
19) Core teachers will utilize Targeted Instruction Notebooks to help identify students who are in our sub populations (Special Ed. ESL, Hispanic and Eco. Disadvantaged)	Counselor, Teachers, Principal	Improved performance on the STAAR test by our sub populations.				
	Funding Sources: Local Funds - 0.00					
20) Teacher will frame their lessons daily	Teachers, Principal	Improved student understanding and comprehension of materials being presented. Improved student performance in the classroom and STAAR Test.				
	Funding Sources: Local Funds - 0.00					
						

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: Our sub populations (Special Education and ESL) are growing at a rate faster than we can train our staff in the effective strategies to address the needs of those students. Root Cause 1: NJH will continue to explore and attain training for our staff to address the needs of our students. NJH will continue to explore and attain different curriculum(s) to help us address the needs of our sub populations.
Student Achievement
Problem Statement 1: Students receiving Special Education Services are performing 12% below Federal STAAR Component Score Targets Root Cause 1: NJH will explore and attain training for our staff in the use of effective strategies in meeting the needs of our Special Education Students
Problem Statement 2: Students receiving special education services are performing 11% below STAAR component score performance as compared to 2017 results. Root Cause 2: NJH will explore and attain a set curriculum to help us meet the needs of our special education students.
Problem Statement 3: EL students performed below Federal STAAR Thresholds for the second consecutive year. Root Cause 3: NJH will explore and retain training for our staff in effective strategies to help us meet the needs of our EL students. NJH will explore and retain a curriculum that will help us meet the needs of our EL students.





Problem Statement 4: Our special education students have performed below Federal STAAR Performance threshold for the second consecutive year. **Root Cause 4:** NJH will explore and attain training for our staff to help us address the needs of our special education students. NJH will explore and attain a set curriculum to help us meet the needs of our Special Education Students.

Goal 1: Make significant progress toward increased student achievement while meeting and exceeding standards in all domains of the state accountability system.

Performance Objective 2: By the end of the 2019 school year our EL and Special Education Students will perform at or above the Federal STAAR Threshold.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
Comprehensive Support Strategy Targeted Support Strategy 1) NJH will train staff on effective strategies that will meet the needs of our EL and Special Education Students.	Principals, Teachers, Chief Instructional Officer.	Increased student performance on the STAAR Exam				
Problem Statements: Student Achievement 1, 2, 3, 4						
2) NJH will explore and attain an effective curriculum to address the needs of our EL and Special Education Students	Principal, Teachers and Chief Instructional Officer	Improved students performance on the STAAR Exam.				
Comprehensive Support Strategy Targeted Support Strategy 3) NJH will utilize MAP testing to identify strengths and weaknesses of our EL and Special Education Students	Teachers, Principal	Improved performance on the STAAR Exam.				
Problem Statements: Student Achievement 1, 2, 3, 4						
Comprehensive Support Strategy Targeted Support Strategy 4) EL and Special Education Students will utilize established tutorial time to work on weaknesses and develop academic skills.	Teachers, Counselor	Improved student performance on the STAAR Exam.				
Problem Statements: Student Achievement 1, 2, 3, 4						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Performance Objective 2 Problem Statements:

Student Achievement
Problem Statement 1: Students receiving Special Education Services are performing 12% below Federal STAAR Component Score Targets Root Cause 1: NJH will explore and attain training for our staff in the use of effective strategies in meeting the needs of our Special Education Students

Problem Statement 2: Students receiving special education services are performing 11% below STAAR component score performance as compared to 2017 results. **Root Cause 2:** NJH will explore and attain a set curriculum to help us meet the needs of our special education students.

Problem Statement 3: EL students performed below Federal STAAR Thresholds for the second consecutive year. **Root Cause 3:** NJH will explore and retain training of our staff in effective strategies to help us meet the needs of our EL students. NJH will explore and retain a curriculum that will help us meet the needs of our EL students.

Problem Statement 4: Our special education students have performed below Federal STAAR Performance threshold for the second consecutive year. **Root Cause 4:** NJH will explore and attain training for our staff to help us address the needs of our special education students. NJH will explore and attain a set curriculum to help us meet the needs of our Special Education Students.


Goal 2: NJH will meet individual academic needs, support the social and emotional growth of our students, and promote college and workforce readiness.

Performance Objective 1: NJH will implement student support practices to increase attendance, program participation, academic achievement and social skill development.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
1) Transportation will be provided to support regular school attendance.	Transportation Director	Improved student attendance				
	Funding Sources: Local Funds - 0.00					
Comprehensive Support Strategy Targeted Support Strategy 2) Support programs (tutorials, special education, ESL, Learning Labs, counseling) will provide individualized assistance to at risk students	Principal, Counselor, Special Education Teacher					
	Problem Statements: Student Achievement 1, 2, 3, 4					
	Funding Sources: Local Funds - 0.00					
3) Call parents daily when students are absent for 3 days	Registrar, Nurse, Principal	Improved communication, Improved student attendance				
	Funding Sources: Local Funds - 0.00					
4) Mail Notification letters home after 5 absences	Registrar, Nurse, Principal	Improved student attendance				
	Funding Sources: Local Funds - 0.00					
5) Attendance committee meeting will be held on students who have been absent 9 or more days	Principal, Registrar, Attendance committee	Improved Student attendance				
	Funding Sources: Local Funds - 0.00					
6) Continue to utilize Social Skills counseling groups for struggling students	Counselor, Behavior Specialist, Teachers					
	Funding Sources: Local Funds - 0.00					
Comprehensive Support Strategy Targeted Support Strategy 7) Utilize the learning lab to provide assistance to general and special education students	Teachers, Principal					
	Problem Statements: Student Achievement 1, 2, 4					
	Funding Sources: Local Funds - 0.00					

8) All 8th grade students will complete a personal graduation plan with the assistance of the "Building Bridges," curriculum in their speech class.	Counselor, Speech teacher					
	Funding Sources: Local Funds - 0.00					
9) NJH will provide students with a continuum of college and career services	Counselor					
	Funding Sources: Local Funds - 0.00					
10) NJH will utilize the academic planning team to discuss issues and provide information to our staff	Teachers, Chief instructional officer					
	Funding Sources: Local Funds - 0.00					
11) NJH has established and will utilize counseling priorities for 7th and 8th grade students	Counselor					
	Funding Sources: Local Funds - 0.00					
12) NJH will provide students with the opportunity to participate in Art, Chess, Robotics and Early Act Clubs.	Club Sponsors					
	Funding Sources: Local Funds - 0.00					
13) NJH will provide students with the opportunity to participate in a Youth Leadership class focusing on the 7 habits of highly effective teens.	Teachers, Principal					
	Funding Sources: Local Funds - 0.00					
14) NJH has scheduled two classes (Principles of Information Technology and Principles of Health Information) to promote college and workforce readiness for our students	Teachers, Counselor, Chief Instructional Officer					
	Funding Sources: Local Funds - 0.00					
						

Performance Objective 1 Problem Statements:





Student Achievement
Problem Statement 1: Students receiving Special Education Services are performing 12% below Federal STAAR Component Score Targets Root Cause 1: NJH will explore and attain training for our staff in the use of effective strategies in meeting the needs of our Special Education Students
Problem Statement 2: Students receiving special education services are performing 11% below STAAR component score performance as compared to 2017 results. Root Cause 2: NJH will explore and attain a set curriculum to help us meet the needs of our special education students.
Problem Statement 3: EL students performed below Federal STAAR Thresholds for the second consecutive year. Root Cause 3: NJH will explore and retain training for our staff in effective strategies to help us meet the needs of our EL students. NJH will explore and retain a curriculum that will help us meet the needs of our EL students.
Problem Statement 4: Our special education students have performed below Federal STAAR Performance threshold for the second consecutive year. Root Cause 4: NJH will explore and attain training for our staff to help us address the needs of our special education students. NJH will explore and attain a set curriculum to help us meet the needs of our Special Education Students.

Goal 3: NJH will maintain well staffed schools comprised of highly qualified and competitively compensated, valued team members

Performance Objective 1: NJH will support the professional learning and certification needs of existing teachers while seeking highly qualified applicants to meet the instructional needs of the campus demographics

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
1) All professional and paraprofessional staff members will meet state and federal guidelines for certification	Principal, HR Director					
Funding Sources: Local Funds - 0.00						
2) Teachers will receive professional staff development based on identified needs.	Principals, Chief instructional Office					
Funding Sources: Local Funds - 0.00						
3) Advertise open positions outside of the local area	Principal, HR Director					
Funding Sources: Local Funds - 0.00						
4) Continue Partnership with TSU and TLU participating in student teaching programs	Principal, HR Director					
Funding Sources: Local Funds - 0.00						
5) Professional development activities will include: subject/grade level training, diversity awareness, technology and technology integration, harassment/bullying prevention, emergency procedures training, CPI training, homeless identification, instructional strategies for special populations, administrative leadership and ESL instruction.	Principal, Technology Director, Chief Instructional Officer					
Funding Sources: Local Funds - 0.00						
6) Plan for staff development that is aligned to TEKS and STAAR skills	Principal, Chief Instructional Officer					
Funding Sources: Local Funds - 0.00						
7) Promote Professional Learning Community meetings among grade levels and content areas to support teacher curricular and assessment needs	Principal, Chief Instructional Officer					
Funding Sources: Local Funds - 0.00						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						


Goal 4: NJH will promote effective, efficient and timely use of technology to support student learning

Performance Objective 1: NJH will promote effective, efficient and timely use of technology to support student learning

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
1) Students will have access to electronic databases for research and curriculum support.	Librarian					
Funding Sources: Local Funds - 0.00						
2) Students will use the library and chrome books to do research for all core classes	Librarian, Teachers					
Funding Sources: Local Funds - 0.00						
3) The library will maintain current management software	Librarian					
Funding Sources: Local Funds - 0.00						
4) The campus will maintain and update the electronic student management system	Registrar, Technology director					
Funding Sources: Local Funds - 0.00						
5) The campus will maintain and update an electronic health database	School Nurse					
Funding Sources: Local Funds - 0.00						
6) The campus will maintain and update a campus website	Campus Webmaster, Technology Director					
Funding Sources: Local Funds - 0.00						
7) Parents, students, teachers and community members will have access to library information beyond the normal school day. The librarian will maintain a website that allows parents to access databases, online encyclopedias, Accelerated reader, Home connection and the destiny library catalog form their home computers.	Librarian, Technology Director					
Funding Sources: Local Funds - 0.00						
8) Grade 7 and 8 students will all have access to computer technology	Principal, counselor					
Funding Sources: Local Funds - 0.00						
9) All professional personnel will meet SBEC standards for technology competencies	Principal, Technology Director					
Funding Sources: Local Funds - 0.00						

10) All professional personnel will maintain and update a web page for parent communication. All teachers will post their weekly lessons on the website	Principal					
	Funding Sources: Local Funds - 0.00					
11) Utilize e-mail to provide daily updates for staff	Principal, Counselor					
	Funding Sources: Local Funds - 0.00					
12) Purchase laptop computers, printers, hand held devices to assist with individualized classroom instruction in reading and math	Technology director, teachers					
	Funding Sources: Local Funds - 0.00					
13) Teachers will use the school provided electronic program to record attendance and grades	Teachers, Registrar, Principal					
	Funding Sources: Local Funds - 0.00					
14) Provide staff development opportunities in technology integration strategies	Technology Director, Principal, Teachers, Chief Instructional Officer					
	Funding Sources: Local Funds - 0.00					
15) Teachers will continue to use technology to assist them in planning activities and assessments.	Teachers, Principals					
	Funding Sources: Local Funds - 0.00					
16) NJH will send on Core Teacher and one technology teacher to TCEA	Principal, Technology Director					
	Funding Sources: Local Funds - 0.00					
17) NJH will comply with CIPA (Children's Internet Protection Act) and instruct all students on internet safety.	Instructional Technologist					
	Funding Sources: Local Funds - 0.00					
18) NJH will continue to incorporate Technology TEKS in its regular classroom curriculum	Teachers, Principal					
	Funding Sources: Local Funds - 0.00					
19) NJH will continue the 1:1 Initiative in 7th and 8th grade and Technology practices that challenge all of our students.	Teachers, Principal, Technology Director					
	Funding Sources: Local Funds - 0.00					
20) Teachers and Staff will become effective users of Goggle Classroom/drive	Teachers, Principal, Instructional Technologist					
	Funding Sources: Local Funds - 0.00					
						

Goal 5: NJH will provide a learning experience that promotes a healthy, respectful, and positive environment within the diverse Navarro ISD family.

Performance Objective 1: NJH will implement programs and practices to meet the social, emotional, health and safety of the student body.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
1) Participate in Red Ribbon Week activities.	Counselor					
Funding Sources: Local Funds - 0.00						
2) Provide parents, teachers and student training on harassment/bullying prevention and sex respect.	Counselor, Principal					
Funding Sources: Local Funds - 0.00						
3) Provide assemblies/programs to support the message of safe, drug free schools, and life choices with our High School	Counselors, Principal					
Funding Sources: Local Funds - 0.00						
4) Provide individual counseling and conflict resolution for at-risk students	Counselor					
Funding Sources: Local Funds - 0.00						
5) Improve safety by requiring all visitors/substitutes to wear name tags generated by Raptor, improving signage to ensure all visitors check in and training staff to challenge anyone without a name tag.	Principal, Teachers					
Funding Sources: Local Funds - 0.00						
6) Improve safety by requiring all visitors/substitutes to wear name tags generated by Raptor, improving signage to ensure all visitors check in and training staff to challenge anyone without a name tag.	Principal, Teachers					
Funding Sources: Local Funds - 0.00						
7) Improve school safety by training all staff members and students in "Alice," and conducting monthly drills (fire, lock down weather)	Principal					
Funding Sources: Local Funds - 0.00						
8) Provide canine drug detection monthly for grades 7 and 8.	Principal					
Funding Sources: Local Funds - 0.00						
9) Provide Character counts education program	Counselor					
Funding Sources: Local Funds - 0.00						

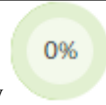
10) Perform background checks on all parent volunteers	HR Director					
	Funding Sources: Local Funds - 0.00					
11) Provide a video library for parents to check out materials on bullying/harassment prevention.	Counselor, Librarian					
	Funding Sources: Local Funds - 0.00					
12) NJH will utilize a parental involvement/engagement Newsletter as a way to communicate with parents.	Principal					
	Funding Sources: Local Funds - 0.00					
13) Counselor will instruct students in anger management strategies.	Counselor					
	Funding Sources: Local Funds - 0.00					
14) Students will complete a behavior packet while in campus detention or ISS.	Principal assigned teachers.					
	Funding Sources: Local Funds - 0.00					
15) Students will attend an Abstinence Program in grades 7 and 8	Counselor, Nurse, SHAC Committee					
	Funding Sources: Local Funds - 0.00					
16) Counselor will collaborate with outside agencies and refer students and their families when appropriate.	Counselor					
	Funding Sources: Local Funds - 0.00					
17) A core team of certified personnel will be assigned to handle students who are in need of crisis prevention/intervention	Counselor, Principal, assigned teachers.					
	Funding Sources: Local Funds - 0.00					
18) Continue supervision at breakfast, lunch and after school with assigned duty stations.	Principal, Assigned teachers					
	Funding Sources: Local Funds - 0.00					
19) Counselor will provide students with conflict resolution skills and social skills as needed.	Counselor					
	Funding Sources: Local Funds - 0.00					
20) Counselor will provide immediate intervention with students in crisis situations.	Counselor					
	Funding Sources: Local Funds - 0.00					
21) NJH will work the Texas School Safety Center, Guadalupe Juvenile Probation office to schedule assemblies on how to deal with bullies and peer pressure.	Counselor					
	Funding Sources: Local Funds - 0.00					
22) Make learning materials available to students relating to local history and heritage in the Jr. High Library.	Librarian					
	Funding Sources: Local Funds - 0.00					
23) NJH will provide students with a variety of activities to advance character growth, student wellness, fitness and nutrition with leadership provided by the school health advisory committee and the catch program.	SHAC Committee, Principal, Nurse, Health Teacher					
	Funding Sources: Local Funds - 0.00					
24) Continue implementation of a concussion over sight team	Trainer, COT team members					
	Funding Sources: Local Funds - 0.00					



= Accomplished



= Continue/Modify



= No Progress





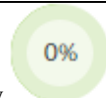

= Discontinue

Goal 6: Parental Involvement: NJH will have well-informed students, parents, staff and community members who actively support and participate in our schools

Performance Objective 1: NJH will implement programs and practices to foster effective communication as well as parental and community involvement at the campus site.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
1) Parents and community members will be included in campus improvement/planning committees.	Principal Funding Sources: Local Funds - 0.00					
2) Parents and community members will be informed of campus activities and performance on the district website, campus newsletter, face book, twitter and k-12 alerts	Principal, Web master, Director of Technology Funding Sources: Local Funds - 0.00					
3) Parent surveys will be sent out annually to determine strengths, weaknesses and satisfaction levels.	Chief Instructional Officer Funding Sources: Local Funds - 0.00					
4) Provide parents with the opportunity to volunteer on our campus.	Counselor Funding Sources: Local Funds - 0.00					
5) Continue to notify parents on all discipline referrals	Principal Funding Sources: Local Funds - 0.00					
6) Increase participation in parent portal use through a schedule mail out, campus newsletter, and during scheduled parent meetings.	Principal, Registrar, Counselor Funding Sources: Local Funds - 0.00					
7) NJH will utilize a call out system or emergency notification	Director of Technology Funding Sources: Local Funds - 0.00					
8) Teachers will maintain updated web-pages to include lesson plans and contact information.	Teachers, Principal Funding Sources: Local Funds - 0.00					
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Utilize Student Support Committee to identify the needs of our students and focus our intervention efforts.
1	1	3	Provide all teachers with training in developing instructional objectives, STAAR strategies, differentiating strategies and explicit instruction.
1	1	6	Provide tutorial option during the school day for students who are identified as at risk of failing a subject or STAAR test.
1	1	8	All students who have failed the STAAR Test or have failing grades will receive intensive remediation during scheduled tutorials
1	1	13	NJH will implement a tutorial schedule 5 days a week and a resource class to help our Special Education Population succeed on the STAAR Exam.
1	1	15	NJH will utilize lead4ward heat maps, tutorial periods, benchmarks and Eduphoria to help student continue to make progress (meet success target) on STAAR Tested areas.
1	1	16	NJH will provide teachers with the opportunity to receive professional staff development on effective teaching strategies for ESL, Special Education and Eco. Disadvantaged students.
1	1	17	NJH will continue to utilize resource classrooms, learning lab and in class support to improve Special Education performance on all tested areas of the STAAR test and target goals.
1	2	1	NJH will train staff on effective strategies that will meet the needs of our EL and Special Education Students.
1	2	3	NJH will utilize MAP testing to identify strengths and weaknesses of our EL and Special Education Students
1	2	4	EL and Special Education Students will utilize established tutorial time to work on weaknesses and develop academic skills.
2	1	2	Support programs (tutorials, special education, ESL, Learning Labs, counseling) will provide individualized assistance to at risk students
2	1	7	Utilize the learning lab to provide assistance to general and special education students

State Compensatory

Budget for Navarro Junior High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199 11 6112 40 041 9 24 0 00	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$500.00
199 11 6119 40 041 9 24 0 00	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$24,613.00
199 11 6122 40 041 9 24 0 00	6122 Salaries or Wages for Substitute Support Personnel	\$250.00
199 116129 40 041 9 24 0 00	6129 Salaries or Wages for Support Personnel	\$7,856.00
199 11 6141 40 041 9 24 0 00	6141 Social Security/Medicare	\$464.00
199 11 6142 40 041 9 24 0 00	6142 Group Health and Life Insurance	\$1,361.00
199 11 6144 40 041 9 24 0 00	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$2,477.00
199 11 6146 40 041 9 24 0 00	6146 Teacher Retirement/TRS Care	\$837.00
6100 Subtotal:		\$38,358.00
6300 Supplies and Services		
199 11 6399 00 041 9 24 0 00	6399 General Supplies	\$4,000.00
6300 Subtotal:		\$4,000.00
6400 Other Operating Costs		
199 11 6411 00 041 9 24 0 00	6411 Employee Travel	\$250.00
6400 Subtotal:		\$250.00

Campus Improvement Committee

Committee Role	Name	Position
Administrator	Luke Morales	Principal
Classroom Teacher	Jennifer Benner	Teacher
Classroom Teacher	Jennifer Leal	Teacher
Non-classroom Professional	Jennifer Fishbeck	Counselor
Classroom Teacher	Becky Downs	Teacher
Classroom Teacher	Annie Cole	Teacher
Paraprofessional	Nikki Gresham	Instructional Aide
Classroom Teacher	Ella Chase	Teacher
Business Representative	Tammy Harborth	Business Rep.
Parent	Dana Marler	Parent