

Goose Creek Independent School District
Cedar Bayou Junior High
2015-2016 Campus Improvement Plan

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Comprehensive Needs Assessment

Needs Assessment Overview

Cedar Bayou is one of 25 campuses in the Goose Creek Consolidated Independent School District. Cedar Bayou opened its doors in 1929 and serves predominantly middle and low income class families. Cedar Bayou serves 1,060 students in grades 6th to 8th. Five years ago, 1,000 students were served by the campus, which has been very consistent. The campus is set up so that each grade level has specific locations in the building. Teachers have common planning periods by grade level subject areas. This provides an opportunity for teachers to collaborate and to meet the needs of their students.

The student population is 20% African-American, 30% Anglo, 2% Asian, and 48% Hispanic. The student body is 50% male and 50% female with a low socioeconomic status of approximately 65%. The staff population is 19% African American, 1% Other, 70% Anglo, and 10% Hispanic. The staff is 20% male and 80% female with an average of 10 years of experience.

The overall mobility rate for the campus is approximately 20%. The average daily attendance rate for students is 95.6%. The average daily attendance rate for staff is 93%. There were a total of 3295 discipline referrals which is a decrease of 15% from last year.

Cedar Bayou serves 65 English Language Learner students, 230 students in the Gifted and Talented program, and 250 students are identified for 504 services, 98% students on Rti Tier I 6 students on Tier II students, 0 students on Tier III students, 100 students served through special education services and 0 students tested, but not qualified for special education.

The site-based decision-making team looked at last year's program evaluations, survey results, and the following data: benchmarks, STAAR results, attendance (students and staff), demographics, discipline incidents, and student populations in special programs.

Committees were formed to look for areas of weaknesses and strengths. The data showed:

Curriculum, Instruction, and Assessment:

Strengths: The resources available; willingness of teachers to implement strategies and common planning time.

Needs: Teacher accountability; more parental involvement; alternative disciplinary actions other than ISS.

Demographics:

Strengths: Our make-up is fairly consistent which allows for planning.

Needs: Need better identification of economically disadvantaged students; an additional Social Studies and Science teacher needed.

Family and Community Involvement:

Strengths: The strong PTSO; special programs;

Needs: More involvement from ED families; lack of parental involvement with homework

School Context and Organization:

Strengths: Administration is approachable; positive; positive campus environment

Needs: More elective teachers; AVID classes; better variety of electives

School Culture and Climate:

Strengths: Student participation in extracurricular activities

Needs: promote school spirit among the students

Staff Quality, Recruitment and Retention:

Strengths: low turn-over rate; positive learning environment;

Needs: additional staff for co-teaching; more ESL aides

Student Achievement:

Strengths: Science, math, and writing scores

Needs: 6" grade math and Social Studies

Technology:

Strengths: CTS, Ed-Tech, and IT techs are all friendly and very knowledgeable; Promethean boards and clickers

Needs: laptops in every classroom; additional Ed-Tech staff, specific trainings

Conclusions:

Overall Cedar Bayou is a very successful junior school. This is evident by low teacher turn-over rate and STAAR scores that are in the top 25% when compared to our 40 state comparison schools. We have a very low number of incidents that involve drugs or weapons. Teachers and administrators continue to collaborate in an effort to help each student reach their full potential. In school camps and pullouts are made available in an effort to help students. Students are also given ample opportunities to attend field trips in an effort to introduce them to many areas that they may not have access to.

Comprehensive Needs Assessment Data Documentation

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






Goals

Goal 1: Cedar Bayou Junior School will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 1: Cedar Bayou Junior will increase Level II performance to 85% for all STAAR tested areas by using data and planning time to enable all staff to meet the individual student’s needs.

Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) All CBJ staff will analyze data using Eduphoria to target specific subgroups and specific objectives for mastery. (SS)	Davis, Bruce; Christopher, Sandra; Otahal, Sherry; Teachers, ; Vanderhoef, Deborah	Data sheets from each CBA; increase in STAAR scores				
2) CBJ will administer locally designed assessments that correlate to district curriculum and analyze results using Eduphoria to track student’s specific academic needs.(SS)	Davis, Bruce; Christopher, Sandra; Otahal, Sherry; Teachers, ; Vanderhoef, Deborah	Data sheets from each CBA; comparison of scores in sequential district assessments				
3) Student data utilized in meetings and discussions will be based on specific student reporting categories and will be disaggregated to pinpoint the students/ curriculum pieces in greatest need. (SS)	Davis, Bruce; Christopher, Sandra; Otahal, Sherry; Teachers, ; Vanderhoef, Deborah	Data Sheets from CBAs and Benchmarks; increase in STAAR results				
4) CBJ will conduct a minimum of one departmental meeting per month (including district PLCs) to communicate campus specific information emphasizing curricular strategies to improve student success. (SS)	Davis, Bruce; Christopher, Sandra; Otahal, Sherry; District Specialists, ; Department Chair, ; Teachers, ; Vanderhoef, Deborah	Department meeting agendas, minutes, and sign-in sheets; increase in STAAR scores				






5) CBJ will discuss failure rates of individual students and strategies for improvement at department meetings. (SS)	Davis, Bruce; Christopher, Sandra; Otahal, Sherry; Department Chair, ; Teachers, ; Vanderhoef, Deborah	Department meeting minutes, decrease in failure rate, increase in STAAR scores				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: Cedar Bayou Junior School will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 2: Cedar Bayou Junior will ensure academic success for all by working towards closing the identified achievement gaps.

Summative Evaluation: To be determined.


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CBJ will conduct ongoing data analysis to service the students most in need of intervention in STAAR tested areas. (SS)	Davis, Bruce; Christopher, Sandra; Counselor, ; Teachers, ; Vanderhoef, Deborah	Rosters of math intervention classes, after school tutorial rosters				
2) CBJ will develop and implement a comprehensive intervention program (pull-outs, math intervention classes, ESL Reading Classes, before/after school tutorials) for students failing to meet Level II proficiency areas in all STAAR tested areas. (SS)	Davis, Bruce; Otahal, Sherry; Teachers,	Class rosters, tutorial rosters; teacher submitted pullout lists				
3) LEP students scoring beginning or intermediate on TELPAS reading will be scheduled into an ESL Reading Class	Vanderhoef, Deborah; Cervantes, Laurie; Eaglin, Clara; Otahal, Sherry; Garza, Priscila; Zelaya, Carlos; Cantin, Anissa	Class Rosters				
4) Same subject grade level teachers will collaborate to select/produce agreed upon lesson materials, home and class assignments and assessment to maintain continuity between teachers.	Davis, Bruce; Christopher, Sandra; Otahal, Sherry; Teachers, ; Vanderhoef, Deborah	Lesson Plans, Meeting Agendas				
5) CBJ will have target tutoring by our Campus Academic Specialist.	Otahal, Sherry	Intervention rosters				
6) Cedar Bayou will create a consistent test taking strategy for all tested subjects.	Austin, Lori; Otahal, Sherry; Brown, Roxie	STAAR results				

7) Amazing Race Camp, Writing Rotation, Reading Rotation, Science Camp, and Social Studies Camps will be held in preparation for the STAAR tests.	Otahal, Sherry; Kinnaman, Carrie; Downs, Megan; Cox, John	Lesson plans, attendance rosters				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: Cedar Bayou Junior School will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 3: Cedar Bayou Junior will increase the number of students achieving level III proficiency in all STAAR state assessments.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CBJ teachers will analyze data specific to G/T and Pre-AP students in an effort to increase Level III performance on STAAR.	Davis, Bruce; Otahal, Sherry; Teachers,	Teacher Data Analysis sheets, increase in STAAR scores				
2) Require G/T and Pre-AP teacher to attend district-wide training and maintain updated certification hours.	Davis, Bruce; Teachers,	Training rosters				
3) Encourage all core teachers to participate in summer institutes as offered by the College Board and or other like trainings through out the year.	Davis, Bruce; Teachers,	Training rosters				
4) Teachers will differentiate and accelerate instruction for G/T and Pre-AP students in an effort to increase Level III performance.	Davis, Bruce; Otahal, Sherry; Teachers,	Lesson plans, Classroom walk-throughs				
5) CBJ will provide teacher-led professional learning to faculty members through out the year on "writing across the curriculum" starting in the History department.	Davis, Bruce; Otahal, Sherry; Teachers,	Lesson Plans, STAAR scores, student writing samples				
						

Goal 1: Cedar Bayou Junior School will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 4: Cedar Bayou Junior will help prepare students for Post-Secondary Success.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CBJ will encourage all qualified students to participate in Duke Talent Search.	Counselor	Letter/Permission to participate in Duke Talent.				
2) Encourage all students to participate in academic competitions such as Academic UIL, Math Counts, History Fair, etc.	Teachers, ; Principal	Rosters of those competing				
3) Seventh and Eighth grade students will participate in career investigations including a Career Day to be held in the Spring.	Counselor	Schedule of events for Career Day, District PR department documenting				
4) CBJ will assist 8th grade students in the decision making process for 9th grade classes.	Counselor	Completion of the scheduling process				
5) CBJ will present course selections and help students register for their classes emphasizing Career and Technology and High School Credit classes including STEM, Algebra, Spanish, CTE, and other qualifying classes.	Counselor	Completion of the scheduling process				
						

Goal 2: Cedar Bayou Junior will provide a well balanced and appropriate curriculum to all students.

Performance Objective 1: Cedar Bayou Junior will continue to implement structures in order to actively monitor classroom instruction and student progress.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Administrators will follow a scheduled walkthrough program requiring five observations per week	Davis, Bruce; Christopher, Sandra; Vanderhoef, Deborah	Charts from walkthrough data				
2) CBJ will monitor that the core curriculum is aligned to the TEKS standards and at the appropriate relevance and rigor for the appropriate audience	Davis, Bruce; Vanderhoef, Deborah; Christopher, Sandra; Otahal, Sherry	Lesson Plans, Walk through data				
3) Teacher made unit test will be consistent and down loaded into Eduphoria in order to better assess student’s mastery of the curriculum	Davis, Bruce; Otahal, Sherry; Downs, Megan; Kinnaman, Carrie; Cox, John	Eduphoria data				
						

Goal 2: Cedar Bayou Junior will provide a well balanced and appropriate curriculum to all students.

Performance Objective 2: Cedar Bayou Junior's curriculum will focus on the whole child.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CBJ will have a variety of electives in fine arts such as art, theater arts, band, orchestra, choir, journalism, and HS credit classes such as Spanish	Teachers	Master Schedule				
						

Goal 2: Cedar Bayou Junior will provide a well balanced and appropriate curriculum to all students.

Performance Objective 3: Cedar Bayou Junior will utilize the district curriculum that is aligned to the TEKS readiness and supporting standards to provide rigorous instruction to all students.






Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Ensure the implementation of TEKS but provide additional training to those who work with our LEP and SPED populations.	Davis, Bruce; Christopher, Sandra; Otahal, Sherry; Vanderhoef, Deborah	Data from walk-throughs, sign in sheets				
2) CBJ will continue to offer courses (STAAR, Read 180, math intervention etc) to meet the needs of students as they work to master grade level TEKS. Read 180 will include 6th -8th graders.	Davis, Bruce	Student Schedules				
3) All core teachers will display the content and language objectives in their classrooms.	Davis, Bruce; Christopher, Sandra; Teachers, ; Vanderhoef, Deborah	Walk throughs				
4) CBJ will separate reading and writing to allow more time to work on writing skills.	Davis, Bruce	STAAR scores, Master schedule				
						

Goal 3: Cedar Bayou Junior through enhanced and dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

Performance Objective 1: Cedar Bayou Junior will maintain an attendance rate at or above 97%.

Summative Evaluation: To be determined.




Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CBJ will track student attendance and file on students for nonattendance through clerk and A2A program. Teachers will contact attendance clerk when a student has multiple absences.	Sullivan, Betty; Teachers,	Attendance records, court reports				
2) CBJ will hold drawings for perfect attendance. This will be advertised before the six weeks and the winners announced.	Sullivan, Betty; Davis, Bruce	Attendance records				
3) CBJ will attempt to make parent phone calls and/or use the School Messenger system in an attempt to increase student attendance with lack of improvement in individual attendance possibly leading to court warnings. Teachers will communicate with parents prior to IRIS call as needed.	Sullivan, Betty; Davis, Bruce	Attendance records, court warning, IRIS alerts				
4) CBJ will meet with all students that have grades below passing at the end of each six week grading cycle in cooperation with teachers who will contact parents as needed.	Counselor, ; Otahal, Sherry; Teachers, ; Vanderhoef, Deborah; Christopher, Sandra	Report card grades, meeting schedules				
5) Attendance will be taken by all teachers every period.	Sullivan, Betty; Teachers,	Attendance records				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 4: Cedar Bayou Junior will provide and maintain a safe, positive learning environment.

Performance Objective 1: Cedar Bayou Junior will continue with programs which promote safety and awareness.

Summative Evaluation: To be determined.


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Inform parents and students of procedures through PTSO and CBJ meetings and newsletters. Spanish speaking parents will be informed in Spanish.	Davis, Bruce	School safety records				
2) Continue sweeps stations.	Christopher, Sandra; Vanderhoef, Deborah; Teachers,	Discipline Records				
3) CBJ will continue to practice drills for safety and continue the procedures put forth by the Safety Committee.	Christopher, Sandra; Holm, Emily Catherine; Whitley, Joella; Connolly, Kimberly Rose	Training agendas, Safety Committee meeting minutes, Completion of Drills				
4) CBJ will continue and increase publicity on such as Crime Stoppers, Counselor referrals and Incident Reporting for student issues.	Counselor, ; Christopher, Sandra; Vanderhoef, Deborah	Incident Forms, Crime Stoppers meeting agendas and minutes				
5) All faculty will follow the district Code of Conduct and the campus discipline management process.	Davis, Bruce; Christopher, Sandra; Teachers, ; Vanderhoef, Deborah	Discipline referrals by teacher; discipline policy				
6) Discipline committee will review alternative forms of discipline including conduct cards or Saturday Detention programs	Teachers, ; Davis, Bruce; Christopher, Sandra; Vanderhoef, Deborah; Dippel, Susan; Carey, Connie	Decrease in incident reports.				
7) Continue Student Council behavior events and expand the "Best of Bears" for faculty nominated most improved.	Cantin, Anissa; Lawrence, Susan Butaud; Teachers	Decrease in incident reports				

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

Goal 4: Cedar Bayou Junior will provide and maintain a safe, positive learning environment.

Performance Objective 2: Cedar Bayou Junior will provide a positive campus atmosphere that reinforces expectations and rewards student accomplishments.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) OLWEUS training will be implemented each Friday through advisory	Davis, Bruce; Christopher, Sandra; Counselor, ; Teachers,	Reduction in bullying incidents				
2) CBJ will implement that all staff review the modules in Review 360 to aid in classroom and campus management and learn new evaluation system	Davis, Bruce; Christopher, Sandra; Vanderhoef, Deborah	Documentation of module completion in Review 360				
						

Goal 5: Cedar Bayou Junior will recruit, develop, and retain highly qualified and highly effective personnel.

Performance Objective 1: Recruit and retain Highly Qualified personnel.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Attend job fairs and recruit early from pool of Highly Qualified teachers in core academic subject areas.	Davis, Bruce; Vanderhoef, Deborah; Christopher, Sandra	Job Fair Report				
2) Assure all assignments and re-assignments are filled with Highly Qualified staff.	Davis, Bruce	STAAR Scores				
3) Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers.	Davis, Bruce	Minutes of meetings.				
4) Ensure low-income students and minority students are not taught at higher rates than other student groups by inexperienced teachers.	Davis, Bruce	Master Schedule Teacher Service Record				
						

Goal 5: Cedar Bayou Junior will recruit, develop, and retain highly qualified and highly effective personnel.

Performance Objective 2: Ensure that 100% of the teachers receive high-quality professional development each year.

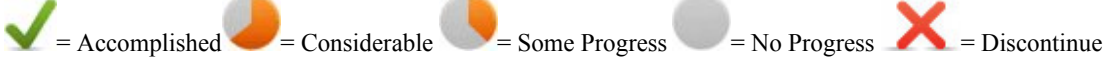
Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Assess the staff development needs of those teachers not meeting HQ standards.	Davis, Bruce	Staff development needs assessment				
						

Goal 5: Cedar Bayou Junior will recruit, develop, and retain highly qualified and highly effective personnel.

Performance Objective 3: Attract and maintain high-quality, Highly Qualified (HQ) teachers.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Ensure campus personnel decision-makers are available during peak recruiting/hiring times.	Davis, Bruce	Administrators Schedules				
2) Consult with district personnel staff in how to progress with those teachers who have not become Highly Qualified in the allotted time.	Davis, Bruce	HQ roster				
3) Encourage all teachers to become ESL and GT certified	Davis, Bruce	Campus ESL and GT certification records				
						

Goal 6: Cedar Bayou Junior will establish and maintain parental and community partnerships in education to enhance student achievement.

Performance Objective 1: Cedar Bayou Junior High will provide multiple opportunities for parents and community members to participate in their child's educational career.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CBJ will include and publicize a volunteer recruitment form and PTSO membership form via email and website.	Davis, Bruce; Parents,	PTSO rosters				
2) CBJ will invite parents to visit school during Open House, Public School Week, Lunch Times, Bear Camp, etc.	Davis, Bruce; Parents,	Sign in sheets from open house, visitors log				
3) Family nights will be held to encourage parental knowledge of STAAR test	Davis, Bruce; Vanderhoef, Deborah; Christopher, Saundra; Otahal, Sherry; Teachers, ; McDonald, Pam	Parent sign in sheets				
						

Goal 6: Cedar Bayou Junior will establish and maintain parental and community partnerships in education to enhance student achievement.

Performance Objective 2: Cedar Bayou Junior will increase communication to provide helpful information to parents.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CBJ will use School Messenger alerts to update parents on important dates so they may be more involved in their academic success. Alerts will be sent for events like progress reports days, report cards, and testing dates (district and state).	Davis, Bruce	School Messenger call records.				
2) CBJ will continue to hold its annual Bear Camp and Orientation in August prior to the start of school	Teachers, ; Davis, Bruce	Bear Camp Held				
3) Make CBJ Bear newsletter accessible on the website.	Webmaster	Website				
4) Create a restricted Facebook like page to communicate with parents/students; progress reports, notes, celebrations, pictures	Teachers, ; Carey, Connie; Principal, ; Webmaster,	Facebook like page.				
						

Goal 6: Cedar Bayou Junior will establish and maintain parental and community partnerships in education to enhance student achievement.

Performance Objective 3: Cedar Bayou Junior will continue to encourage community involvement.

Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CBJ will continue to collaborate with Communities in School to provide services for students.	Teachers, ; Communities In School,	CIS rosters				
2) CBJ will utilize our partner in education for volunteer work. such as tutorials.	Teachers, ; Counselor, ; Davis, Bruce; Christopher, Saundra; Vanderhoef, Deborah	Student rosters; visitor sign in				
						

Goal 7: Cedar Bayou Junior will provide the technology infrastructure and tools to maximize student achievement.

Performance Objective 1: Cedar Bayou Junior will use instructional technology to increase student interest and motivation in academics with the goal of increasing achievement.

Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CBJ will integrate technology resources and tools into their lessons, including the following E-Instruction, Brain Pop, Promethean boards, Active Inspire clickers, student computers/ laptops.	Teachers, ; Gallegos, Alan; Strickland, Charlene; Otahal, Sherry	Lesson Plans				
2) CBJ will establish one Computer lab and utilize mobil carts as a technology resource for all students and use for educational programs.	Teachers, ; Gallegos, Alan	Lesson Plans, Lab Schedules				
3) CBJ staff will attend targeted and ongoing professional development to enhance the effective use of technology in the classroom.	Teachers, ; Davis, Bruce; Gallegos, Alan	Lesson Plans, Sign in from mandatory and optional training, Peer observations				
