

Cedar Bayou Jr. School Campus Improvement Plan

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Reviewers:

Strategic Objective/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.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Data Analysis	All CBJ staff will analyze data using Eduphoria to target specific subgroups and specific objectives for mastery. (SS)						
	Davis, Bruce; Christopher, Sandra; McAdam, Rachel; Vaughan, Rachel; Otahal, Sherry; Teachers,	All students with particular attention on SPED and LEP populations.	7/1/2014	6/30/2015	Eduphoria training for new teachers and refreshers for those who have some knowledge.	STAAR results, Benchmark and CBA results	Data sheets from each CBA; increase in STAAR scores
Data Analysis	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; McAdam, Rachel; Vaughan, Rachel; Otahal, Sherry; Teachers,	All students with particular attention to SPED and LEP populations	7/1/2014	6/30/2015	District assessments, Eduphoria	STAAR results	Data sheets from each CBA; comparison of scores in sequential district assessments

Data Analysis/ District and Department Collaborative Planning Sessions	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)							
District and Department Collaborative Planning Sessions	Davis, Bruce; Christopher, Sandra; McAdam, Rachel; Vaughan, Rachel; Otahal, Sherry; Teachers,	All students with particular attention to SPED and LEP populations.	7/1/2014	6/30/2015	Intervention Class Rosters, Tutorial Rosters, Eduphoria, Test Scores and Grades	STAAR results; Retest after remediation	Data Sheets from CBAs and Benchmarks; increase in STAAR results	
Department Collaborative Planning Sessions	Davis, Bruce; Christopher, Sandra; McAdam, Rachel; Vaughan, Rachel; Otahal, Sherry; District Specialists, ; Department Chair, ; Teachers,	All students with particular attention to SPED and LEP populations	7/1/2014	6/30/2015	Planning documents, time	STAAR results	Department meeting agendas, minutes, and sign-in sheets; increase in STAAR scores	
Performance Objective 2:	Cedar Bayou Junior will ensure academic success for all by working towards closing the identified achievement gaps.							
Area of Need	Action/Strategy							
Data Analysis	Davis, Bruce; Christopher, Sandra; McAdam, Rachel; Vaughan, Rachel; Counselor, ; Teachers,	All students with particular attention to SPED and LEP	7/1/2014	6/30/2015	Eduphoria, schedules in TEAMS	STAAR results	Rosters of intervention classes, after school tutorial rosters	

Intervention	CBJ will develop and implement a comprehensive intervention program (pull-outs, intervention classes, STAAR 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,	All students who have not met standards with particular attention to SPED and LEP	7/1/2014	6/30/2015	Funds for funding tutorial teachers and additional transportation costs	STAAR results; benchmark results	Class rosters, tutorial rosters; teacher submitted pullout lists
Intervention	ELL students will be scheduled twice a week in the computer lab to work on ESL Reading Smart. (SS)						
	Cabrales, David; Cantin, Lee; Christopher, Sandra	ELL students	7/1/2014	6/30/2015	ESL Reading Smart	Increase student performance in reading	Computer lab sign sheets
Planning	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; McAdam, Rachel; Vaughan, Rachel; Otahal, Sherry; Teachers,	All Students	7/1/2013	6/30/2014	Time for meetings	comparable assessment data	Lesson Plans, Meeting Agendas
Intervention	CBJ will have target tutoring by our Campus Academic Specialist.						
	Otahal, Sherry	All students with specific attention to SPED and ELL	7/1/2014	6/30/2015	Funds for funding tutorial teachers and additional transportation costs.	STAAR results	Intervention rosters
Performance Objective 3:	Cedar Bayou Junior will increase the number of students achieving level III proficiency in all STAAR state assessments.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion

Data Analysis	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,	All students with specific G/T, Pre-AP students	7/1/2013	6/30/2014	Time for meetings	STAAR Level III results	Teacher Data Analysis sheets, increase in STAAR scores
Teacher Training	Require G/T and Pre-AP teacher to attend district-wide training and maintain updated certification hours.						
	Davis, Bruce; Teachers,	All G/T and Pre-AP students	7/1/2014	6/30/2015	Staff development budget	Increase in number of teachers who hold these certifications	Training rosters
Teacher Training	Encourage all core teachers to participate in summer institutes as offered by the College Board and or other like trainings throughout the year.						
	Davis, Bruce; Teachers,	GT/Pre-AP students	7/1/2014	6/30/2015	Staff development budget	Increase in number of teachers attending these trainings	Training rosters
Instructional Strategies	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,	GT/Pre-AP students	6/1/2014	7/30/2015	Campus budget for supplies and materials	Increase in number of students attaining Level III on STAAR	Lesson plans, Classroom walk-throughs
Teaching Strategies	CBJ will provide teacher-led professional learning to faculty members throughout the year on "writing across the curriculum" starting in the History department.						
	Davis, Bruce; Otahal, Sherry; Teachers,	All Students emphasizing those G/T and Pre-AP students who will move on to AP classes.	7/1/2014	6/30/2015	Time and money for training	Increase in STAAR level III specifically looking for an increase in Writing	Lesson Plans, STAAR scores, student writing samples

Performance Objective 4:	Cedar Bayou Junior will help prepare students for Post-Secondary Success.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Initiating Activities for Post-Secondary Success	CBJ will encourage all qualified students to participate in Duke Talent Search.						
	Counselor,	All students who qualify	7/1/2014	6/30/2015	Time	Number of those who qualify versus those who participate.	Letter/Permission to participate in Duke Talent.
Initiating Activities for Post-Secondary Success	Encourage all students to participate in academic competitions such as Academic UIL, Math Counts, History Fair, etc.						
	Teachers, ; Principal,	All Students	7/1/2014	6/30/2015	Campus Budget for UIL material, District Budget for History Fair and rewards for those who participate	Increase in students competing in said academic events	Rosters of those competing
Initiating Activities for Post-Secondary Success	Seventh and Eighth grade students will participate in career investigations including a Career Day to be held in the Spring.						
	Counselor,	All 7th and 8th grade students.	7/1/2014	6/30/2015	Community Volunteers, Campus Budget for supplies	Career Day held	Schedule of events for Career Day, District PR department documenting
Scheduling	CBJ will assist 8th grade students in the decision making process for 9th grade classes.						
	Counselor,	All 8th grade students	7/1/2014	6/30/2015	Time for scheduling classes	Students schedules	Completion of the scheduling process
Scheduling	CBJ will present course selections and help students register for their classes emphasizing Career and Technology and High School Credit classes.						
	Counselor,	All students	7/1/2014	6/30/2015	Time for scheduling	Student's schedules	Completion of the scheduling process

Strategic Objective/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.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Monitoring of Curriculum	Administrators will follow a scheduled walkthrough program requiring five observations per week						
	Davis, Bruce; Christopher, Sandra; McAdam, Rachel; Vaughan, Rachel	All students	7/1/2014	6/30/2015	Eduphoria PDAS, data collection charts	Periodic review and analysis of walkthrough data	Charts from walkthrough data
Monitoring of Curriculum	CBJ will monitor that the core curriculum is aligned to the TEKS standards and at the appropriate relevance and rigor for the appropriate audience						
	Assistant Principal, ; Otahal, Sherry; Principal,	All students	7/1/2014	6/30/2015	Time	Walk throughs. Lesson plan monitoring	Lesson Plans, Walk through data
Monitoring of Curriculum	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	All students	7/1/2014	6/30/2015	Eduphoria	Increase student performance	Eduphoria data
Performance Objective 2:	Cedar Bayou Junior's curriculum will focus on the whole child.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Health	CBJ will teach required health lessons to all students.						
	Teachers, ; District Specialists,	All students	7/1/2014	6/30/2015	0	Lesson Plans	Lesson Plans

Fine Arts/HS credit Electives	CBJ will have a variety of electives in fine arts and HS credit classes.							
	Teachers,	All students	7/1/2014	6/30/2015	0	Master schedule	Master Schedule	
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.							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	
Sub-Population Training	Ensure the implementation of TEKS but provide additional training to those who work with our LEP and SPED populations.							
	Davis, Bruce; Christopher, Sandra; McAdam, Rachel; Vaughan, Rachel; Otahal, Sherry	All students with emphasize of SPED and LEP	7/1/2014	6/30/2015	0	Improved STAAR results for those students	Data from walk-throughs, sign in sheets	
Meeting Students Needs	CBJ will continue to offer courses (STAAR, Read 180, intervention etc) to meet the needs of students as they work to master grade level TEKS. Read 180 will be expanded to include 7th and 8th graders.							
	Davis, Bruce	All students especially those performing under level II	7/1/2014	6/30/2015	0	Increased STAAR results	Student Schedules	
Monitoring of Curriculum	All core teachers will display the content and language objectives in their classrooms.							
	Davis, Bruce; Christopher, Sandra; McAdam, Rachel; Vaughan, Rachel; Teachers,	All students	7/1/2014	6/30/2015	0	Teachers will have objectives listed	Walk throughs	
Meeting Student Needs	CBJ will separate reading and writing to allow more time to work on writing skills.							
	Davis, Bruce	All 7th grade students	7/1/2014	6/30/2015	0	Increase in STAAR writing scores	STAAR scores, Master schedule scores	

Strategic Objective/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%.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Attendance	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,	All students	7/1/2014	6/30/2015	Time	Number of students in attendance	Attendance records, court reports
Attendance	CBJ will hold drawings for perfect attendance.						
	Sullivan, Betty; Davis, Bruce	All students	7/1/2014	6/30/2015	PTSO funds	Percent of students in attendance	Attendance records
Attendance	CBJ will attempt to make parent phone calls and/or use the IRIS system in an attempt to increase student attendance with lack of improvement in individual attendance possibly leading to court warnings.						
	Sullivan, Betty; Davis, Bruce	All students	7/1/2014	6/30/2015	Time; IRIS system	Increase in student attendance	Attendance records, court warning, IRIS alerts
Prevention	CBJ will meet with all students that have grades below passing at the end of each six week grading cycle.						
	Counselor, ; Otahal, Sherry	All students who are not meeting passing standards in core classes	7/1/2014	6/30/2015	Time	Decrease in the failure and retention rates	Report card grades, meeting schedules

Strategic Objective/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.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
School Safety	Inform parents and students of procedures through PTSO and CBJ meetings and newsletters.						
	Davis, Bruce	All Students	7/1/2014	6/30/2015	School Funds	School safety records	School safety records
School Safety	Continue with review of conduct card system and review with discipline committee						
	Vaughan, Rachel; Christopher, Sandra	All Students	7/1/2014	6/30/2015	School Funds	Discipline Records	Discipline Records
School Safety	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	All Students	7/1/2014	6/30/2015	Campus Budget	Effectiveness of drills	Training agendas, Safety Committee meeting minutes, Completion of Drills
School Safety	CBJ will continue and increase publicity on such as Crime Stoppers, Counselor referrals and Incident Reporting for student issues.						
	Counselor, ; Christopher, Sandra; McAdam, Rachel; Vaughan, Rachel	All Students	7/1/2014	6/30/2015	Crime Stoppers budget, Campus Budget for supplies	Crime Stoppers pay outs, Decrease in number and level of reported incidents	Incident Forms, Crime Stoppers meeting agendas and minutes

Policy Following	All faculty will follow the district Code of Conduct and the campus discipline management process.						
	Davis, Bruce; Christopher, Sandra; McAdam, Rachel; Vaughan, Rachel; Teachers,	All teachers	7/1/2014	6/30/2015	Time	Monitoring of discipline data; review of discipline concerns	Discipline referrals by teacher; discipline policy
Performance Objective 2:	Cedar Bayou Junior will provide a positive campus atmosphere that reinforces expectations and rewards student accomplishments.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Positive Behavior Supports	CBJ will implement the "How to be BEARS" matrix and train teachers and students on its use and reinforcement.						
	Davis, Bruce; Christopher, Sandra; McAdam, Rachel; Vaughan, Rachel	All students and staff	7/1/2014	6/30/2015	Time for training and reinforcement	Use of matrix	Matrix visible at CBJ
Positive Behavior Supports	CBJ will implement that all staff review the modules in Review 360 to aid in classroom and campus management.						
	Davis, Bruce; Christopher, Sandra; McAdam, Rachel; Vaughan, Rachel	All Students	7/1/2013	6/30/2013	Review 360 program	Improved management of students	Documentation of module completion in Review 360
Strategic Objective/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.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Highly qualified teachers	Attend job fairs and recruit early from pool of Highly Qualified teachers in core academic subject areas.						
	Davis, Bruce	All students	7/1/2014	6/30/2015	0	STAAR Scores	Job Fair Report

Highly Qualified Teachers	Assure all assignments and re-assignments are filled with Highly Qualified staff.							
	Davis, Bruce	All Students	7/1/2014	6/30/2015	0	Master Schedule NCLB Audit	STAAR Scores	
Highly Qualified Teachers	Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers.							
	Davis, Bruce	All students	7/1/2014	6/30/2015	0	STAAR Scores	0 Minutes	
Highly Qualified Teachers	Ensure low-income students and minority students are not taught at higher rates than other student groups by inexperienced teachers.							
	Davis, Bruce	All students	7/1/2014	6/30/2015	0	STAAR Scores	Master Schedule Teacher Service Record	
Performance Objective 2:	Ensure that 100% of the teachers receive high-quality professional development each year.							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	
Highly Qualified teachers	Assess the staff development needs of those teachers not meeting HQ standards.							
	Davis, Bruce	All Students	7/1/2014	6/30/2015	0	Staff development needs assessment	Staff development needs assessment	
Performance Objective 3:	Attract and maintain high-quality, Highly Qualified (HQ) teachers.							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	
Highly Qualified Teachers	Ensure campus personnel decision-makers are available during peak recruiting/hiring times.							
	Davis, Bruce	All Students	7/1/2014	6/30/2015	0	Administrators Schedules	Administrators Schedules	

Highly Qualified Teachers	Consult with district personnel staff in how to progress with those teachers who have not become Highly Qualified in the allotted time.							
	Davis, Bruce	Teachers who fit the above mention criteria	7/1/2014	6/30/2015	0	Teachers who are not HQ in their subject will not be recommended for renewal.	HQ roster	
Highly Qualified Teachers	Encourage all teachers to become ESL and GT certified							
	Davis, Bruce	All Students	7/1/2014	6/30/2015	District and Campus funds for reimbursement of certifications	Increase in number of staff that are ESL and GT certified	Campus ESL and GT certification records	
Strategic Objective/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.							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	
Parental Involvement	CBJ will include and publicize a volunteer recruitment form and PTSO membership form via email and website.							
	Davis, Bruce	All students	7/1/2014	6/30/2015	Campus budget	Increase in number of parents participating in PTSO	PTSO rosters	
Parental Involvement	CBJ will invite parents to visit school during Open House, Public School Week, Lunch Times, Bear Camp, etc							
	Davis, Bruce	All students	7/1/2014	6/30/2015	0	Increase number of parents on campus	Sign in sheets from open house, visitors log	

Performance Objective 2:	Cedar Bayou Junior will increase communication to provide helpful information to parents.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Communication	CBJ will use IRIS 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	All students	7/1/2014	6/30/2015	IRIS system	Completion of the IRIS calls.	IRIS call records.
Communication	CBJ will continue to hold its annual Bear Camp and Orientation in August prior to the start of school						
	Teachers, ; Davis, Bruce	All Students	7/1/2014	6/30/2015	Campus Budget for Bear Camp supplies	Bear Camp Held	Bear Camp Held
Performance Objective 3:	Cedar Bayou Junior will continue to encourage community involvement.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Community Involvement	CBJ will continue to collaborate with Communities in School to provide services for students.						
	Teachers, ; Communities In School,	All students	7/1/2014	6/30/2015	0	Increase in Student participation in CIS	CIS rosters
Community Involvement	CBJ will continue to host a career day utilizing community members to introduce students to career availability in Baytown.						
	Counselor,	All Students	7/1/2014	6/30/2015	Campus budget	Career day held	Visitor sign in for the day, Career day invitations

Strategic Objective/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.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Instructional Technology	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, ; Cantin, Lee; Librarian,	All students	7/1/2014	6/30/2015	Campus budget for technology upgrades	Lesson Plans, classroom observations	Lesson Plans
Instructional Technology	CBJ will establish one Computer lab and utilize mobil carts as a technology resource for all teachers for programs like Success Maker and Study Island.						
	Teachers, ; Cantin, Lee	All Students	7/1/2014	6/30/2015	Campus Budget for upgrades, High School Alottment Money	Lab Schedules	Lesson Plans, Lab Schedules
Professional Development	CBJ will provide targeted and ongoing professional development to enhance the effective use of technology in the classroom.						
	Teachers, ; Cantin, Lee; Davis, Bruce	All Students	7/1/2014	6/30/2015	Staff development funds, trainers	Completion of training, walk throughs	Lesson Plans, Sign in from mandatory and optional training, Peer observations