

Goose Creek Consolidated Independent School District

Cedar Bayou Junior High

Campus Improvement Plan

2020-2021



Cedar Bayou Junior

Cedar Bayou Junior High has an "I can...I will" attitude.



Board Approval Date: November 2, 2020

Public Presentation Date: November 2, 2020

Mission Statement

It is the mission of CBJ to provide high levels of learning in a safe and nurturing environment ensuring our students' success in current and future goals.

Vision

We believe that to achieve the mission of our school we must function as a professional learning community. We envision a school in which our staff:

- Unites to achieve a common purpose and strategic goal.
- Works interdependently in a collaborative team.
- Seeks and implements best practices for continuous student improvement.
- Monitors each student's progress on a frequent basis.
- Demonstrates a personal commitment to the academic success and general well-being of each student.

Core Beliefs

Cedar Bayou Staff Collective Commitments

- I will provide a rigorous and appropriate curriculum based on best practices to all my students.
- I will be open to new ideas to improve quality instruction for students.
- I will commit to being a positive, respectful, contributing member of the CBJ Community.
- I will commit to monitoring each student's learning in a timely manner.
- I will commit to being on time with success in mind.
- I will commit to modeling and fairly applying school rules.

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Learning	6
School Processes & Programs	7
Perceptions	8
Comprehensive Needs Assessment Data Documentation	9
Goals	10
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.	10
Goal 2: Cedar Bayou Junior will provide a well balanced and appropriate curriculum to all students.	14
Goal 3: Cedar Bayou Junior, through enhanced dropout prevention efforts, will work to ensure that all students will remain in school until they obtain a high school diploma.	18
Goal 4: Cedar Bayou Junior will provide and maintain a safe, positive learning environment.	19
Goal 5: Cedar Bayou Junior will recruit, develop, and retain highly effective personnel.	21
Goal 6: Cedar Bayou Junior will establish and maintain parental and community partnerships in education to enhance student achievement.	24
Goal 7: Cedar Bayou Junior will provide the technology infrastructure and tools to maximize student achievement.	25
Campus Funding Summary	27

Comprehensive Needs Assessment

Demographics

Demographics Summary

Cedar Bayou serves 989 students in grades 6th-8th. Cedar Bayou is a diverse campus with our student demographics being the following:

Sixth Grade:

- Black or African American 13 %
- Hispanic/Latino 64%
- Two or more races 2%
- White 21%
- Females 154
- Males 159

Seventh Grade:

- Black or African American 15%
- Hispanic/Latino 62%
- Two or more races 1%
- White 21%
- Females 171
- Males 172

Eighth Grade:

- Black or African American 14%
- Hispanic/Latino 65%
- Two or more races 3 %
- White 17%
- Females 151
- Males 183

Our student body is reflective of the community that we serve. We have usually a mobility rate of less than 20%. Our attendance percentage is close to 95% for all grade levels. We strive to have our attendance rate higher than 97% percent. Cedar Bayou has special programs on our campus such as behavior, SILC, Life Skills. We have a variety of electives for students to choose from: AVID, STEM, Physical Education, Band, Orchestra, Theater Arts, and Choir.

Demographics Strengths

We have a talented staff that is dedicated to students and their individual success. We have a variety of teachers that have experience and some that are new to teaching. Our teaching staff is diverse and highly qualified. Staff members are actively involved in continuing education such as graduate degree programs, and staff development classes offered in the district.

Student Learning

Student Learning Summary

Cedar Bayou Junior School was greatly impacted with our instructional calendar by COVID-19, as all campuses and districts in the state. We do not have current STAAR data for our students. By evaluating our test scores from campus based and district-based assessments our student demonstrated growth in all content areas. We earn distinctions at the state level from our performance in Math. We have data the indicates that areas that we need to continue to get additional support for growth is Reading and Writing. Students have demonstrated growth above district average in Math and Social Studies. Special education and ELL students demonstrating growth is of our highest priority. As a staff we make our decision about the delivery of instruction based on the data that we receive. We are proactive in making changes for students and teachers that will enhance the learning environment for all.

School Processes & Programs

School Processes & Programs Summary

Curriculum and Instruction

- We have two campus academic specialist that dedicated to the 4 core content areas. Each department has a chairperson that oversees the team of teachers based on content. We have multiple systems of support for our staff when it comes to curriculum and instruction. At the district level we are supported by each department having a coordinator that comes the campus and helps support the teachers in planning periods. As a campus we rely heavily on relevant data when making instructional decisions. We devote a large majority of our budget to help provide instructional resources to our staff. Information gathered from our campus needs assessment survey indicates that teachers would like to have more readily available technology for their students. We have iPads and laptops however some are outdated and/or not able to be fixed. We are looking forward to the ability to provide a device for each student as it will help facilitate and enhance instruction.

School Context and Organization:

- The district provides curriculum updates for the 4 core areas. Our teachers that attend these meetings feel better about how to approach the curriculum for the upcoming weeks ahead. We do things to help keep the campus climate upbeat and cohesive. We have a social committee for teachers join. Our administrative team and counselors try to create things as often as we can for the staff to enjoy or participate in. We also have different PBIS strategies for students that help maintain the structure of our campus and promote a positive way of engaging all students. We try to help create ways within the instructional day to meet the needs of students that are struggling with content.

Technology:

- We have great technology at the campus such as Promethean boards, Ipads, laptops and computer labs. We have a campus technology specialist that can assist teachers with work order requests as they are entered. Our copiers are a stressor for the campus. They break often and we continually have to request for someone to come and work on them. We have Ipads that have keyboards that no longer work. Any new technology equipment we can purchase as a campus or district would be greatly appreciated by all staff.

Perceptions

Perceptions Summary

The staff is highly qualified. Cedar Bayou does a good job of retaining staff. As a campus whole we have very little turnover. We have had a decrease in discipline referrals from last year. Our staff helps promote PRIDE expectations with our students. All staff is responsible for teaching our students the PRIDE matrixes. Discipline concerns are present among staff. Staff wants to ensure that our administrative team is working together and being consistent on consequences.

Perceptions Strengths

Parental involvement is a valuable component to our campus. We have actively involved Parent Teacher Student Organization. PTSO meets the first Monday of each month. Our athletic department has a group of parents that started an Athletic Booster Club. We have EXXON MOBIL for our partner in education. They are actively involved with our students. Last year we started a mentor program where we had about 18 employees from EXXON that mentor one individual student. The mentor program was a great success for our campus.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data

Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group

Student Data: Behavior and Other Indicators

- Attendance data

Employee Data

- Campus department and/or faculty meeting discussions and data

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation





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 meet all grade level standards by using data and planning time to enable all staff to meet the individual student's needs.

Evaluation Data Sources: STAAR Reports

Summative Evaluation: None

<p>Strategy 1: All CBJ staff will analyze data using Eduphoria to target specific student groups and specific objectives for mastery.</p> <p>Strategy's Expected Result/Impact: Data sheets from each CBA; increase in STAAR scores</p> <p>Staff Responsible for Monitoring: Administrators CAS Teachers</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 2: CBJ will administer locally designed common formative assessments that correlate to district curriculum and analyze results to track student's specific academic needs and assign to tutorials if needed.</p> <p>Strategy's Expected Result/Impact: Data sheets from each CBA; comparison of scores in sequential district assessments</p> <p>Staff Responsible for Monitoring: Administrators CAS Teachers</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 3: 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.</p> <p>Strategy's Expected Result/Impact: Department meeting agendas, minutes, and sign-in sheets; increase in STAAR scores</p> <p>Staff Responsible for Monitoring: Administrators CAS Teachers</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 4: CBJ will discuss passing rates of individual students and strategies for improvement. Students and parents will be contacted.</p> <p>Strategy's Expected Result/Impact: Department meeting minutes, decrease in failure rate, increase in STAAR scores</p> <p>Staff Responsible for Monitoring: Administrators</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  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.

Evaluation Data Sources: EOY data reports

Summative Evaluation: None

<p>Strategy 1: CBJ will conduct ongoing data analysis to service the students most in need of intervention in STAAR tested areas. Strategy's Expected Result/Impact: Rosters of advisory tutorials, after school tutorial rosters will increase amount of students demonstrating mastery. Staff Responsible for Monitoring: Administrators CAS Teachers</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 2: CBJ will develop and implement comprehensive intervention programs for students in need of additional support. Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Administrators CAS Teachers</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 3: Teachers will use common formative assessments and analyze data to reteach students and ensure student success. Strategy's Expected Result/Impact: Increased student mastery of objectives. Staff Responsible for Monitoring: Administrators CAS Teachers</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 4: CBJ will create a systematic RTI process so students will have academic success. Strategy's Expected Result/Impact: Increased students receiving interventions. Staff Responsible for Monitoring: Administrators</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 5: CBJ will implement an intervention program for students reading below grade level which will include ESL Reading Classes and Reading Intervention Classes. Strategy's Expected Result/Impact: Students' reading level will show one grade improvement over a semester. Staff Responsible for Monitoring: Administrators Funding Sources: Payroll costs for tutors and intervention materials - Coordination of Local and State Funds - SCE Funds - \$8,000</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June





<p>Strategy 6: EL students scoring beginning or intermediate on TELPAS reading will be scheduled into an ESL Reading Class.</p> <p>Strategy's Expected Result/Impact: Increased reading comprehension</p> <p>Staff Responsible for Monitoring: Assistant Principal Counselors CAS EL teachers</p> <p>Funding Sources: Supplemental instructional materials - Coordination of Local and State Funds - Bilingual/ESL Funds - \$500</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 7: 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.</p> <p>Strategy's Expected Result/Impact: Increased student achievement on Common formative assessments.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals CAS Department Chairs</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 8: Additional reading, writing, and math tutorials including Writers in the Schools (WITS) will be offered to at risk students not approaching grade level in STAAR (reading and Math) the previous year.</p> <p>Strategy's Expected Result/Impact: Increased number of students passing the STAAR test</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 9: CBJ will secure more culturally relevant literature to help deepen students' connection with school.</p> <p>Strategy's Expected Result/Impact: Increased number of students engaged in school and meeting standard.</p> <p>Staff Responsible for Monitoring: Principal CAS</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  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 masters level performance in all STAAR state assessments.

Evaluation Data Sources: Campus assessment reports

Summative Evaluation: None





<p>Strategy 1: CBJ teachers will analyze data specific to G/T and Pre-AP students in an effort to increase masters level performance on STAAR.</p> <p>Strategy's Expected Result/Impact: Teacher Data Analysis sheets, increase in STAAR scores</p> <p>Staff Responsible for Monitoring: Principal CAS Teachers</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 2: Teachers will differentiate and accelerate instruction for G/T and Pre-AP students in an effort to increase Masters level performance. For example academic field experiences.</p> <p>Strategy's Expected Result/Impact: increased masters performance on STAAR</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals</p> <p>Funding Sources: Supplemental instructional materials - Coordination of Local and State Funds - GT Funds - \$500</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 3: Writers in the Schools (WITS) program will supplement curriculum in Pre Ap Reading/Writing Classes.</p> <p>Strategy's Expected Result/Impact: increase writing scores on various assessments.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  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 4: Cedar Bayou Junior will help prepare students for College and Career Readiness.

Evaluation Data Sources: Counselor data reports

Summative Evaluation: None





Strategy 1: CBJ will encourage all qualified students to participate in Duke Talent Search. Strategy's Expected Result/Impact: more students will be available to participate in DTS Staff Responsible for Monitoring: Counselor	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 2: Encourage all students to participate in academic competitions such as Academic UIL, Math Counts, Author fair History Fair, etc. Strategy's Expected Result/Impact: increased participation in academic UIL Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 3: CBJ will assist 8th grade students in the decision making process for 9th grade classes. Strategy's Expected Result/Impact: Completion of the scheduling process Staff Responsible for Monitoring: Counselor	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 4: CBJ will present course selections and help students register for their classes emphasizing High School Credit classes including Algebra, Spanish and AP Spanish, and STEM. Strategy's Expected Result/Impact: Increase in effectiveness of the scheduling process Staff Responsible for Monitoring: Counselor	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 5: Students will be introduced to a variety of colleges to encourage post secondary enrollment by studying colleges during college and career week and through AVID program. Strategy's Expected Result/Impact: When questioned, students can name colleges to attend. Staff Responsible for Monitoring: Counselors	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 6: AVID class will be offered to ensure high school and college success. Strategy's Expected Result/Impact: Students enrolled in class and learn more about getting into and attending college. Staff Responsible for Monitoring: Principal Assistant Principals	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.

Evaluation Data Sources: Campus assessment reports

Summative Evaluation: None





Strategy 1: Administrators will follow a scheduled walkthrough program requiring five observations per week Strategy's Expected Result/Impact: increased effectiveness of Tier I instruction. Staff Responsible for Monitoring: Principal Assistant Principals	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 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 Strategy's Expected Result/Impact: increased effectiveness of Tier I instruction. Staff Responsible for Monitoring: Principal Assistant Principals	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 3: Teacher made unit tests will be consistent in order to better assess student's mastery of the curriculum Strategy's Expected Result/Impact: Eduphoria data will show students increase levels of mastery of learning objectives. Staff Responsible for Monitoring: Principal Assistant Principals CAS	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.

Evaluation Data Sources: Master Schedule, Student Data reports

Summative Evaluation: None





Strategy 1: CBJ will have a variety of electives in fine arts such as art, theater arts, band, orchestra, choir, and HS credit classes such as Spanish Strategy's Expected Result/Impact: students will be more connected to the campus through these programs. Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.

Evaluation Data Sources: STAAR reports

Summative Evaluation: None





<p>Strategy 1: Ensure the implementation of TEKS but provide additional training to those who work with our EL and SPED populations.</p> <p>Strategy's Expected Result/Impact: Teachers will have more resources to use when working with these populations.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals CAS</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 2: CBJ will continue to offer 6th-8th grade ESL Classes, additional tutoring and offer Reading Intervention Classes to meet the needs of students as they work to master grade level TEKS.</p> <p>Strategy's Expected Result/Impact: increased effectiveness of Tier I instruction.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 3: All core teachers will display the content and language objectives in their classrooms.</p> <p>Strategy's Expected Result/Impact: increased effectiveness of Tier I instruction.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 4: Cedar Bayou Junior teachers will ask Higher order thinking questions in order to increase students' thinking and questioning.

Evaluation Data Sources: Walk through observations

Summative Evaluation: None





Strategy 1: Teachers will receive training on strategies to ask Higher order thinking questions in all content areas. Strategy's Expected Result/Impact: Increase in meets and masters performance on district and state assessments. Staff Responsible for Monitoring: Principal Assistant Principals	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 2: Teachers will use student talk. Strategy's Expected Result/Impact: Increase the language use for ELL students and critical thinking for all students which will increase STAAR scores. Staff Responsible for Monitoring: Principal Assistant Principals CASs Comprehensive Support Strategy	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 3: Students will track their data and set goals for improvement. Strategy's Expected Result/Impact: Increase in meets and masters performance on district assessments. Staff Responsible for Monitoring: Principal Assistant Principals	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 1: Cedar Bayou Junior will provide strategies to support students with academic, attendance, and/or behavior needs.

Evaluation Data Sources: Academic reports, Attendance reports, and Discipline reports

Summative Evaluation: None





<p>Strategy 1: CBJ will make parent phone calls and/or use the School Messenger system to increase student attendance. Teachers will communicate with parents prior to the School Messenger call as needed.</p> <p>Strategy's Expected Result/Impact: increased student attendance.</p> <p>Staff Responsible for Monitoring: Principal Attendance Clerk</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 2: 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.</p> <p>Strategy's Expected Result/Impact: better data to facilitate early intervention.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 3: PBIS team will address ways to improve academic, attendance, and behavior through phone calls, home visits, treats from the snack bar, and or field trips.</p> <p>Strategy's Expected Result/Impact: increased student attendance.</p> <p>Staff Responsible for Monitoring: Principal Attendance Clerk Teacher Committee PTSO Counselors</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 4: CBJ will collaborate with the Campus Social Worker, campus staff, and other Community Volunteers to work with at risk students in a mentor-ship program.</p> <p>Strategy's Expected Result/Impact: Rosters, fewer discipline referrals among students involved, higher achievement as evidenced in STAAR scores.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 5: CBJ will continue to collaborate with Communities in School to provide services for students.</p> <p>Strategy's Expected Result/Impact: students will have access to social services through CIS.</p> <p>Staff Responsible for Monitoring: Principal</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  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.

Evaluation Data Sources: Campus data reports, training rosters

Summative Evaluation: None





<p>Strategy 1: Inform parents and students of procedures through PTSO Meetings, CBJ Meetings, website, and newsletters. Spanish speaking parents will be informed in Spanish. Strategy's Expected Result/Impact: A better informed community Staff Responsible for Monitoring: Principal Librarian</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 2: All faculty will follow the district Code of Conduct and the campus discipline management process. Strategy's Expected Result/Impact: Teachers will be aware of all options for campus discipline. Staff Responsible for Monitoring: Principal Assistant Principals teachers</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 3: PBIS committee will enact a positive behavior discipline plan, PRIDE, based on training received during the summer. Strategy's Expected Result/Impact: Decrease in incident reports. Staff Responsible for Monitoring: Principal Assistant Principals Counselors Teachers</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  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.

Evaluation Data Sources: EOY Discipline reports

Summative Evaluation: None





<p>Strategy 1: All CBJ staff will review the modules in Review 360 to aid in classroom and campus management. Strategy's Expected Result/Impact: increased strategies for classroom management. Staff Responsible for Monitoring: Principal Assistant Principals Counselors</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 2: A Depelchin Counselor will be on campus 18 hours a week to assist students in need. Strategy's Expected Result/Impact: Fewer discipline referrals Staff Responsible for Monitoring: Principal</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 3: A Mental Health and Behavior Interventionist will work on campus daily with specific students to reinforce expectations and reward accomplishments. Part time tutors with CBJ Promise will assist with this as well. Strategy's Expected Result/Impact: Increased achievement on state and district assessments and fewer discipline referrals. Increased connection with school for students and parents. Staff Responsible for Monitoring: Principal Mental Health and Behavior Interventionist</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 4: Provide rewarding opportunities for students who meet goals and expectations at CBJ. Strategy's Expected Result/Impact: Increased academic achievement, fewer discipline referrals, increased attendance and increased connection with school for students and parents. Staff Responsible for Monitoring: Principal Assistant Principals Counselors Mental Health and Behavior Interventionist</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 1: Recruit and retain highly effective personnel.

Evaluation Data Sources: Campus teacher data reports

Summative Evaluation: None





Strategy 1: Attend job fairs and recruit early from pool of highly effective teachers in core academic subject areas. Strategy's Expected Result/Impact: Increase in highly effective teachers. Staff Responsible for Monitoring: Principal Assistant Principals	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 2: Evaluate campus Teacher Induction Program/Mentor-ship initiatives and make changes to improve the program efforts to retain teachers. Strategy's Expected Result/Impact: high retention of effective instructors. Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 2: Ensure that 100% of the teachers receive professional development to maintain highly effective status each year.

Evaluation Data Sources: EOY training reports

Summative Evaluation: None





Strategy 1: Require G/T and Pre-AP teacher to attend district-wide training and maintain updated certification hours. Strategy's Expected Result/Impact: increased student performance from GT students. Staff Responsible for Monitoring: Principal Teachers CAS	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 2: Encourage all core teachers to participate in summer institutes as offered by the College Board and or other like training through out the year. Strategy's Expected Result/Impact: increase teacher efficiency Staff Responsible for Monitoring: Principal Teachers	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 3: Professional development will be provided to ensure teachers are highly effective at providing high level of learning opportunities for students. Strategy's Expected Result/Impact: Increase knowledge based for teachers and increase of resources. Staff Responsible for Monitoring: Principal Assistant Principals	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 3: Attract and maintain highly effective teachers.

Evaluation Data Sources: Staff roster reports

Summative Evaluation: None





Strategy 1: Ensure campus personnel decision-makers are available during peak recruiting/hiring times. Strategy's Expected Result/Impact: Administrators Schedules will be planned to allow attendance to job fairs and interviews. Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 2: Encourage all teachers to become either ESL and/or GT certified and participate in appropriate training opportunities . Strategy's Expected Result/Impact: More resourced instructional staff. Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 3: Provide an environment for new teachers so they are supported and know where to get help when needed. Teacher Development Academy will be held periodically. Strategy's Expected Result/Impact: More resourced instructional staff Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.

Evaluation Data Sources: Parent/Community participation and involvement reports

Summative Evaluation: None





Strategy 1: CBJ will include and publicize a volunteer recruitment form and PTSO membership form via email and website. Strategy's Expected Result/Impact: increase in number of parent volunteers on campus. Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 2: 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). Strategy's Expected Result/Impact: Increase parent awareness of events at CBJ. Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 3: CBJ will provide opportunities for parents to participate in school activities in a manner such as Web-Ex meetings/announcements/trainings, etc. until such time that in person visits are possible. Strategy's Expected Result/Impact: more engaged community with the school Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 4: CBJ will plan during this school year for the return of the annual Bear Camp and Orientation prior to the start of 2021-2022 school year. Strategy's Expected Result/Impact: give parents an early opportunity to interact with the campus. Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 5: Family activities will be conducted in accordance with the COVID protocols until such time that in person activities are able to be conducted. Strategy's Expected Result/Impact: more informed parents. Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov	Feb	June	June
Strategy 6: CBJ will utilize our partner in education in accordance with COVID protocols to support PBIS rewards and volunteer work. Strategy's Expected Result/Impact: decrease in office referrals. Staff Responsible for Monitoring: Principal Assistant Principals	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.

Evaluation Data Sources: Staff training reports, survey feedback

Summative Evaluation: None

<p>Strategy 1: CBJ will integrate technology resources and tools into their lessons, including the following E-Instruction, Google Classroom, Promethean boards, Classflow, Active Inspire clickers, student computers/ laptops. Strategy's Expected Result/Impact: Students will have more access to tech based learning. Staff Responsible for Monitoring: Principal Assistant Principals</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 2: CBJ will establish one Computer lab and utilize mobile carts as a technology resource for all students and use for educational programs. Strategy's Expected Result/Impact: Students will have more access to educational technology. Staff Responsible for Monitoring: Principal</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<p>Strategy 3: CBJ staff will attend targeted and ongoing professional development to enhance the effective use of technology in the classroom. Strategy's Expected Result/Impact: Students will benefit from utilization of ed tech. Staff Responsible for Monitoring: Principal</p>	Reviews			
	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Campus Funding Summary

Coordination of Local and State Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	5	Payroll costs for tutors and intervention materials	SCE Funds	\$8,000.00
1	2	6	Supplemental instructional materials	Bilingual/ESL Funds	\$500.00
1	3	2	Supplemental instructional materials	GT Funds	\$500.00
Sub-Total					\$9,000.00
Grand Total					\$9,000.00