

**Goose Creek Independent School District**  
**George H. Gentry Junior High**  
**2015-2016 Campus Improvement Plan**

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# Comprehensive Needs Assessment

## Needs Assessment Overview

George H. Gentry Jr. High is one of 5 Jr. High campuses in Goose Creek Independent School District. Gentry serves 1022 students in grades grade 6-8.

The student population is 16.68 % African-American, 31.48 % Anglo, 2.98 % Asian, and 46.8 % Hispanic. The staff population is 13.7% African-American, 78.8 % Anglo, 0% Asian, 7.6 % Hispanic, 31.9% male and 68.1% female with an average of number years of experience 10.1 %.

The average daily attendance rate for students is 95% the average daily attendance rate for staff is 95%.Our State Compensatory Program (SCE) consists of additional training for teachers and various programs for student support.

The site-based decision-making team looked at last year's program evaluations, survey results, and all data sources available i.e. test scores and staff surveys.

Committees were formed to look for areas of weaknesses and strengths. The data showed high student performance in the area of science (distinction earned). The data also shows progress in closing the Achievement gap (distinction earned) and strides made in student progress (distinction earned). Our strengths in the implementation of the PLC framework being implemented. We need training in differentiation of instruction and high yield instructional strategies. Our demographics show a slight Increase in Hispanic student enrollment. We have an overall student increase of about one-hundred students. Our Family and Community Involvement strengths include a strong PTSO that supports our campus. High parent participation in school events and Watch Dog participants has increased. We have a strong partnership with Center-point Energy our partner in education. We will continue to increase communication with all stakeholders. In School Context and organization our strengths include our investment days and the Gentry Way along with controlled releases and structured tutorials. We have a culture of high expectations, high degree of support and instructional leadership, Interventions, Advisory STAAR, tutorials. We need to adjust campus wide expectations to highlight respect for student's staff etc. along with more teacher input in master scheduling. Our staff is all highly qualified, but we could use more diversity in staff ratios. Student Achievement is a strength we earned Distinctions in Science, Closing the Achievement Gap, Student Progress. Special education students performance overall and AA performance in Writing need improvement. The district provided technology promethean boards etc. are outstanding but we need training on how to use the district provided technology.

# Comprehensive Needs Assessment Data Documentation


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

# Goals

**Goal 1: Gentry Junior School will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving Met Standard with distinctions and post-secondary success.**

**Performance Objective 1:** Gentry Junior School will increase STAAR student passing performance for all student populations


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Actively to use data from Eduphoria, Benchmarks, CBA's and STAAR to identify student academic weaknesses and intervention strategies.	Principal, Teachers, Campus Instructional Specialists	STAAR results				
2) Provide STAAR remediation classes, small group instruction and tutorials; including strategic scheduling of advisory classes for students who failed to meet minimum expectations on STAAR Tests and those who need improvement from level two to level three.	Principal, Teachers,	STAAR Results				
3) Prior to STAAR testing provide Subject specific rotations for all students; these camps will consist of an Advanced Camp and a Remedial Camp.	Teachers, District Specialists, Principal	STAAR Results, Attendance Roster				
4) Use of STAAR Strategies campus wide with visual aids and modify as needed for STAAR; increase the number of times the strategically structured Advisory groups meet.	Teachers, Principal	STAAR Results				
						

**Goal 1:** Gentry Junior School will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving Met Standard with distinctions and post-secondary success.

**Performance Objective 2:** Gentry Junior School will increase the percentage of students meeting Level III (advanced performance) by at least 5% on all STAAR assessments.

**Summative Evaluation:** To be determined.




Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Gentry Junior School will continue to participate in Staff Development; during PLCs on Questioning Strategy (DOK Levels and Rigor& Relevance) in order to promote critical thinking and rigorous lessons in all classes.	Teachers, District Specialists, Principal	Lesson Plans, Increase data in the use of questioning strategies				
2) Teachers will differentiate and accelerate instruction for GT and Pre AP students in an effort to increase Level III performance.	Principal, Campus Instructional Specialists, Teachers	Lesson Plans, Classroom Walkthroughs				
3) Level III Advanced performance on CBA's and Benchmarks will be monitored and reviewed with the faculty.	Campus Instructional Specialists, Campus Administrators	Level III Scores on STAAR				
						

**Goal 2: Gentry Junior School will provide a well-balanced and appropriate curriculum to all students.**

**Performance Objective 1:** Gentry will increase opportunity and achievement of the students in special programs and at-risk populations

**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Maintain a SIOP team of core content teachers at each grade level and schedule all ESL students with appropriate SIOP team.	Principal, Teachers	STAAR Results				
2) All Teachers will be trained in and utilizing the SIOP model of teaching	Principal, Teachers	STAAR results				
3) Using intensive accelerated instruction such as Journey, Cog-Med, Fast forward, Think through math and Study Island.	Principal, Teachers	TELPAS, STAAR				
4) Utilize district specialist to provide additional support in classroom instruction; specialist will visit classrooms by teacher request.	Principal, District Specialists	STAAR Results				
5) Teachers and Administrators will continue to encourage an inclusive climate. The goal will be for our at-risk students to become more involved in Gentry clubs and activities	Principal, Teachers					
6) Increase the number of teachers with ESL certification	Principal	STAAR Results				
7) Special Education students will be monitored and supported by staff according to the individual needs as reflected in the IEP documentation. Scheduling will be designed to allow for joint grading and planning among the general ed and special ed teachers.	Teachers, Campus Administrators	teacher records				
8) Continuously monitor individual student classroom performance in STAAR test subjects prior to STAAR administration.	Teachers, Campus Administrators	data, report cards				
9) Provide staff with training and information on expectations, goals and purposes of special programs such as Behavioral Support and FOCUS for students with qualifying disabilities.	Principal, Teachers	Testing data, report cards				
10) Provide campus based mentoring program to include relationship building with the goal of instilling a greater value for education through CIS	Teachers, Communities In School	Attendance, Assessment results				
11) All ELL core content teachers will display the content objective (TEKS) and language objectives in their classroom.	Teachers, Principal	STAAR scores; ESL exit #				
12) ELL instructional Aides will support the core content area teacher with the delivery of instruction and implementation of best practice strategies.	Principal	STAAR scores; exit ESL #				
13) Analyze data in order to make appropriate testing decisions for Special Education students.	Teachers, Campus Administrators	STAAR/STAAR- A results				


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



**Goal 2:** Gentry Junior School will provide a well-balanced and appropriate curriculum to all students.

**Performance Objective 2:** Gentry Junior School 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 process requiring five observations each week	Principal	Charts from walkthrough data				
						

**Goal 2:** Gentry Junior School will provide a well-balanced and appropriate curriculum to all students.

**Performance Objective 3:** Gentry Junior School will ensure academic success for all students by closing the achievement gaps.


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Continue STAAR math class and STAAR ELA class to reconceptualize instruction for students most at-risk of failing STAAR	Principal, Teachers	STAAR results				
2) Provide support for struggling readers through READ 180 system.	Counselor, Principal, Teachers					
3) Utilize developmental reading assessment 2 (DRA2) and SRI to establish accurate reading levels	Teachers	STAAR, benchmark, CBA results				
4) All Pre-AP social studies students will prepare History Fair projects and bibliographies using an online service.	Teachers	local, state and national level contest results				
5) Administer a benchmark, score and analyze results to provide target instruction and to organize tutoring sessions.	Teachers, Principal	STAAR writing results				
6) Conduct PLC meetings to review data throughout the year and after each CBA and Benchmark to determine intervention for struggling students	Teachers, Campus Instructional Specialists	Intervention Attendance				
7) Continue small group tutorials in core content areas. Each content area will determine which students in the student groups need to receive services by using STAAR results, benchmarks, unit tests, and teacher nomination to "Target Team" as needed.	Teachers, Campus Administrators	Assessment Scores				
8) The theatre department will work to help students increase their understanding of heritage and tradition through historical and cultural studies, field trips and in school performances.	Teachers	Test Scores, Report Cards				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 2:** Gentry Junior School will provide a well-balanced and appropriate curriculum to all students.

**Performance Objective 4:** Gentry Junior School will meet or exceed the participation rates for all student groups taking the STAAR test






**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Gentry Junior School will use all forms of communication and transportation available to help ensure 100% participation rates for all of the student groups taking the STAAR.	Campus Administrators, Attendance Clerk	TEA Campus Accountability Reports				
						

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

**Performance Objective 1:** Create and implement a campus plan for academic guidance and character building.


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Develop lesson plans for character building via research based curriculum and staff development.	Counselor	Lesson Plans				
2) Assist 8th grade students as they map out education/career goals and endorsement plans via the process for high school transition.	Counselor	High School Registration				
3) Identify struggling students by tracking current grades and holding individual academic conferences.	Counselor, Campus Administrators, Campus Instructional Specialists	Report Cards				
4) Manage and schedule appropriate placement for students individual academic needs such as intervention classes, READ 180, SIOP, and co-teach	Counselor, Campus Administrators	Master Schedule				
5) Conduct personal graduation plans by identifying students through STAAR assessments and make academic plans and educational goals.	Counselor	Registration				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

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

**Performance Objective 2:** Gentry Junior School 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) Gentry Junior School will track student attendance and file on students for non-attendance through the attendance clerk and A2A program. Teachers will contact attendance clerk when a student has multiple absences.	Attendance Clerk, Campus Administrators, Teachers	Attendance Records, Court Reports				
2) Gentry Junior School will communicate with parents via phone calls, emails, or home visits if necessary in an attempt to increase student attendance. Lack of improvement in student's individual attendance will lead to court warnings.	Attendance Clerk, Campus Administrators, Counselor	Attendance Records, Court Reports				
						

**Goal 4: Gentry Junior School will provide and maintain a safe, positive learning environment.**

**Performance Objective 1:** Gentry will maintain a safe, orderly environment that ensures success through the development of strong relationships with students, parents, teachers, and staff.


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Continue to decrease the number of students tardy and limit their time out of class by using Operation Smart Start and consistent tardy sweeps.	Teachers, Principal	Attendance				
2) Increased visibility from Campus Security and Administrators in all areas of the school and campus events.	Principal, Campus Administrators	TEAMS reports				
3) Principal will greet students at the front door with handshakes and encouraging words while checking for dress code compliance.	Principal	TEAMS data, Review 360				
4) Student involvement in PALS partnership with High School leadership team.	Principal					
5) Increase citizenship and pride through participation in Crime Stoppers.	Principal	TEAMS data				
6) The Theatre department will work to provide students with experiences which increase their understanding of self and others, while allowing them to solve problems, build self concepts and relate interpersonally.	Teachers					
7) Teachers of elective courses will implement character development through school-wide community service projects; and review of weekly character building quotes and vocabulary and weekly Olweus Training.	Teachers					
8) Students will experience table manners.	Teachers, Parent Teacher Organization, Assistant Principal	8th Grade Attendance at event				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

## Goal 5: Gentry Junior School will recruit, develop, and retain highly qualified and highly effective personnel.

**Performance Objective 1:** All Students will be taught by a teacher who has met the requirement as Highly Qualified (HQ) or state certified in NCLB rules do not apply.


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Recruit early from a pool of Highly Qualified teachers in core academic subject areas.	Principal	Master Schedule				
2) Assure that all assignments and re-assignments are filled with Highly Qualified Staff	Principal	STAAR Results				
3) Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers	Principal					
4) Ensure that low income students and minority students are not taught at higher rates than other student groups by inexperienced teachers	Principal	STAAR Results				
5) Improve instructional practices through professional growth for teachers. Gentry Math Department will attend the Conference for the Advancement of Mathematics Teaching. (CAMT).	Teachers	STAAR results				
6) Assess the staff development needs of those teachers not meeting HQ standards.	admin, Principal					
7) Conduct mid-year review of teacher staff development hours.	Principal	certificates of attendance				
8) Select only HQ teachers from the applicant pool.	Principal					
9) Ensure campus personnel decision-makers are available during peak recruiting/hiring times.	Principal	staffing assignments				
10) Encourage and solicit teachers to add subject area certifications.	Principal	certifications				
11) Encourage all teachers to become ESL and GT certified.	Principal	certifications				
12) Continue with SIOP training during the school year with the SIOP team.	Principal	certificate of attendance				
13) New teachers will engage in viewing video of their own teaching practices to illicit discussion and increase transformational student and teacher behaviors.	Stewart, Murrell	Teacher reflections and workbook monitoring.				
						

**Goal 6: Gentry Junior School will establish and maintain parental and community partnerships in education to enhance student achievement.**

**Performance Objective 1:** Address College and Career Readiness needs of our students by participating in the Career Day partnership with Lee College; ACT Explore testing; Career Portals; and Naviance 6-year planning.

**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) 6th grade will have a Career Fair through Social Studies where various community members present information regarding their chosen professions; 7th/8th will participate in the Naviance program for creating a six-year plan; all students will have the opportunity to participate in College Day by wearing shirts that support a college to which they aspire to attend.	Teachers					
2) Continue the practice of awarding prizes for those with perfect attendance for the previous six weeks.	Principal, Campus Administrators, Partner in Education	attendance awards				
3) Administrative intervention via phone calls and home visits.	Campus Administrators	Attendance Report				
4) Open House summary of attendance policy and procedure as well as review state compulsory attendance law with regard to promotion.	Principal	agenda, sign in rosters				
						



**Goal 7: Gentry Junior School will provide the technology infrastructure and tools to maximize student achievement.**

**Performance Objective 1:** Gentry will implement and support a school wide technology program that provides teachers and students with technology resources so that student achievement increases.

**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Use Instructional technology to increase student success such as E-Instruction, Brain Pop, Study Island and as well as the use of the computer labs and classroom I-Pads	Principal, Teachers	STAAR results				
2) Conduct an open computer lab in the mornings four days a week for student computer use.	Teachers	sign in sheets				
3) Improve instruction via the use of technology in the classrooms	Teachers	STAAR scores				
