

**Goose Creek Independent School District**  
**Horace Mann Junior High**  
**2015-2016 Campus Improvement Plan**

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# Comprehensive Needs Assessment

## Needs Assessment Overview

Horace Mann is one of 28 campuses in Goose Creek Consolidated Independent School District. Horace Mann opened its doors in year and serves predominantly low-middle class families. Horace Mann serves 1051 students in grades 6th to 8th. Five years ago, 850 students were served by the campus, which is an increase of 20%. School structure is set-up by departments where teachers can collaborate to plan. Horace Mann has co-teaching and resource classes including a life skills and deaf education to accommodate those students with special needs.

The student population is 10% African-American, 12.7% Anglo, .56% Asian, 75% Hispanic, 49% male and 51% female with a low socioeconomic status of 75.5%. The staff population is 17% African-American, 69% Anglo, 0% Asian, 8% Hispanic, 25% male and 75% female with an average of 10 years of experience. 99% of Highly Qualified teachers and 100% of Highly Qualified paraprofessionals.

The overall mobility rate for the campus is approximately 14%, with a drop-out rate of 0.3%. The average daily attendance rate for students is 97% overall. The average daily attendance rate for staff is 97%.

Horace Mann serves 127 English Language Learner students, 45 students in the Gifted and Talented program (56% males, 44% females, and 10% LEP), 102 students identified for 504 services and 12% of students served through special education services.

The site-based decision-making team looked at last year's program evaluations, survey results, and the following data: Benchmarks, STAAR and attendance report.

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

### **Curriculum, Instruction, and Assessment:**

Strengths:

Teacher teams are strong and the instructional planning is collaborative

Needs:

We need less tests in the content areas. We also need review time and relationship building time at the start of the year.

**Demographics:**

Strengths:

School numbers are growing and the GAPS between sub-pops is not significant

Needs:

Need more AA students identified in the GT program. Mostly Hispanic and Caucasian students are identified.

**Family and Community Involvement:**

Strengths:

16 year partnership with SNC Lavalin

PTSO

Community Support with Christmas cards for troops

Needs:

More help from parents, community

Need monthly calendar

More IRIS alerts

**School Context and Organization:**

Strengths:

Many interventions for students who are struggling: Read 180, ESL classes, New Comer ELA class, In-school tutorials (twice a week), after school tutorials for 8<sup>th</sup> grade science and social studies

Needs:

Co-teach for social studies

**School Culture and Climate:**

Strengths:

Fine arts department participation

Student accommodations

Needs:

Discipline in boys' athletics

**Staff Quality, Recruitment and Retention:**

Strengths:

The quality of teachers on the campus is great according to the data.

We have 5 teachers retire- no resignations- have over 90% retention and teacher attendance

Students are matched with capable and effective teachers who have a positive impact on results of students in need.

Needs:

Recruiting committees

More positive campus environment

The need of effective, consistent discipline and consequences for student behavior in a timely manner.

### **Student Achievement:**

Strengths:

7<sup>th</sup> grade AA, HISP, ED, LEP showed 2-8%

7<sup>th</sup> grade Writing-All sub-pops showed 6-8% growth

8<sup>th</sup> grade Reading-SPED students showed 9% growth

Needs:

Foundations in math skills

Development of grade level reading skills

After school tutorials

Successmaker

Mentors

### **Technology:**

Strengths:

Two fully functioning labs, IPADS for ELA, lap tops for social studies

Needs:

More Lap top carts to accommodate math

### **Conclusions:**

After reviewing data and students' needs, it was evident to the instructional leadership team that we needed support in 6<sup>th</sup> grade ELA, 6<sup>th</sup> math, 7<sup>th</sup> math and 8<sup>th</sup> grade social studies. Our data indicated a weakness across the board with LEP students and African-American students. To help support our teachers with good teaching strategies and modeling, the ILT committee decided to hire a consultant who would meet with teachers and unpack the TEKS, model good teaching strategies and create common assessment to check on student progress in a shorter time frame instead of waiting to the end of the six weeks. Our attendance was also an issue last year so we have come up with different strategies to get our attendance up. We will have a lock-in to celebrate those students who have been here every day and give some incentives to the grade level with the highest attendance rate. For the first six weeks, Horace Mann was at a whopping 97% attendance. The grade level with the highest attendance was sixth grade with 97.6% followed by eighth grade at 97.16. We will continue our incentives throughout the year to maintain this attendance rate.

# Comprehensive Needs Assessment Data Documentation

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

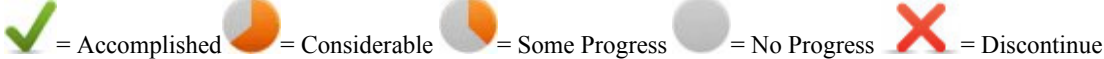


# Goals

**Goal 1: Horace Mann 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:** Increase ELA scores for all students including special education and LEP population


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Increase the use of technology, dictionary and thesaurus skills	Woodard, Amy; Assistant Principal, Teachers	Teacher lesson plans				
2) ELA teachers will be instructed to use more interactive learning including interactive notebooks, foldables and cooperative learning strategies to enhance reading skills	Teachers, Principal, Assistant Principal	Data room, teacher lesson plans, walk-throughs, formal observations				
3) Create data room to meet with ELA teachers to discuss student growth and revisit plans for intervention; CIS will determine the weakest objectives for each student and plan for intervention accordingly	Teachers, Principal, Assistant Principal	Teacher Lesson Plans, data room				
4) Increase the use of Promethean Software, Clickers and laptops	Navejar, Erica	Teacher Lesson Plans, Data Room				
5) Inventory all dictionaries and thesauruses on campus	Teachers, Campus Administrators	Inventory List				
						

**Goal 1:** Horace Mann 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:** Increase math scores for all students including the special education and LEP sub-population


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Desegregate data in Eduphoria to identify students who are in need of intervention	Principal, Campus Instructional Specialists, Assistant Principal	Master Schedule				
2) Have computer lab access before school (Success Maker)	Teachers, Campus Instructional Specialists	Reports from Success Maker				
						

**Goal 1:** Horace Mann 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:** Increase Science Scores for all students including special education and LEP students

**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) 60%lab/40%instruction (lecture)	Teachers, Campus Instructional Specialists	Lesson plans				
2) Include more technology to use as an instructional tool to deliver science lessons to reach all learning styles	Teachers, Campus Instructional Specialists, Campus Administrators	Lesson plans, walk-throughs, observations				
3) CIS will analyze data to determine the weakest objectives for each student and plan for intervention accordingly with weekly Wednesday tutorials	Teachers, Campus Instructional Specialists, Campus Administrators	Tutorial attendance rosters				
						

**Goal 1:** Horace Mann 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:** Horace Mann elective teachers will integrate academic concepts into our lessons appropriately to target all content areas.

**Summative Evaluation:** To be determined.

**Goal 1:** Horace Mann 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 5:** Horace Mann physical education program will improve the performance of students in non-academic areas.

**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Practice Fitness Scores	Teachers	Number of practices to achieve better fitness scores				
2) Include vocabulary word bank in lesson plans	Teachers	Lesson plans				
						

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

**Performance Objective 1:** Increase students' score on all STAAR tests.

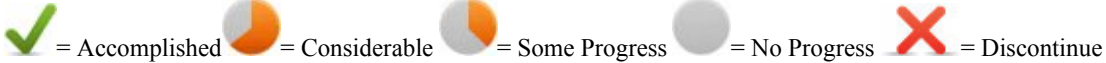
**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CIS's will plan meetings along with agendas to address implementation of new strategies to help increase student performance by: ordering supplies, observing teachers, making power points for teachers, look at data to align curriculum, model lessons, pull bubble students prior to STAAR, and have weekly grade level meetings to plan lessons for the next week.	Principal, Assistant Principal, Campus Instructional Specialists	Minutes of meetings, agenda				
2) Schedule students in need of tutorials within the school day to receive extra support in the content area students are currently at-risk of failing	Teachers, Campus Instructional Specialists, Campus Administrators	Attendance rosters				

**Goal 3: Horace Mann 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 a college awareness for students and provide information on the many programs that prepare them for high school and beyond.


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Identify the students and provide permission letters to take the SAT	Counselor, Family Involvement Coordinator	Student roster				
2) Promote the Duke Talent Search over announcements in the morning and during lunch	Counselor, Family Involvement Coordinator	Duke applications				
3) Principal, assistant principal, counselors and FIC promote the SAT workshops via morning announcements, lunch and parent letter	Principal, Assistant Principal, Family Involvement Coordinator, Counselor	Student roster				
4) Counselor will meet with CIS's and FIC to create a plan to meet with students	Counselor, ; Family Involvement Coordinator,	Reports from Explore program				
5) Ensure all clubs are of high interest to students	Campus Administrators	Club Rosters				
6) Each student will have a binder with tabs for each course with an assignment sheet and Cornell notes. Each teacher will model how to take effective notes and how good notes and organization lead to good study habits.	Hebert, Areasha; Principal, Lopezmartinez, Mary	Binder is a homework grade				
						

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

**Performance Objective 1:** Promote incentives to students for attendance, student progress and good citizenship.


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Communicate to students all the incentives available to motivate students and create a safe, positive learning environment	Teachers, Principal	Student participation roster				
2) Communicate the new change to the parent via Horace Mann Newsletter and hold beginning of the year assemblies with each grade level and review expectations for behavior and attendance.	Principal, Anderson, Gail; Lopezmartinez, Mary; Teachers	Attendance Roster				
3) Enroll each student in advisory class which will model and discuss appropriate behavior in school to prevent bullying	Teachers, Campus Administrators	Review 360 incidents and class rosters				
						

**Goal 5: Horace Mann Junior School 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) Plan to attend job fairs in advance	Campus Administrators	Job Fair Report, Principal's data, Better qualified teachers applying				
2) Review applicant pool prior to interviewing potential candidates	Navejar, Erica	HQ audit report				
						



**Goal 5:** Horace Mann Junior School 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) Providing staff development that is specific to each content area based on campus need.	Principal, Assistant Principal	Administrative Observations				
2) Individuals scheduling must ensure equity among all students when preparing student schedules	Navejar, Erica	Master Schedule, Class Rosters				
						

**Goal 5:** Horace Mann Junior School will recruit, develop, and retain highly qualified and highly effective personnel.

**Performance Objective 3:** Retain Highly Qualified teachers.


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide information to teachers regarding certification opportunities	Campus Administrators, Director of Personnel	Teacher certificates				
2) Prepare a list of unfilled assignments	Navejar, Erica	Master Schedule/NCLB Audit				
						

**Goal 5:** Horace Mann Junior School will recruit, develop, and retain highly qualified and highly effective personnel.

**Performance Objective 4:** Insure that Pre AP teachers have completed all GATE training.


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Encourage all teachers to attend GATE training to increase the number of teachers certified to teach Pre AP	Principal, Director of Professional Development and Advanced Academics	Master schedule and teacher certifications				
2) During master scheduling, principal will insure teachers are certified to teach Pre AP classes	Principal, Campus Instructional Specialists	Teacher GATE certifications				
						

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

**Performance Objective 1:** Increase parental involvement on campus along with increasing communication between parents and school staff


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Principal, assistant principal and FIC will establish communication with parents at the beginning of the year through 6th grade orientation, open house; family nights focusing on Math, Science, , ELA ans Social Studies; conferences; the school newsletter; the school website; HOPE Team and STAAR Talks	Principal, Family Involvement Coordinator, Counselor, Assistant Principal	Parent sign-in sheets, Parent Signature Binders, Review 360				
2) Assistant Principal, Family Involvement Coordinator, counselors and CIS team will plan family nights in an effort to improve communication	Principal, Family Involvement Coordinator, Assistant Principal, Campus Instructional Specialists	Meeting agendas, Sign-in sheets				
3) Send out notice by mail from principal inviting all parents to participate	Principal, Teachers, Family Involvement Coordinator, Assistant Principal	Orientation Agenda, sign-in sheets				
4) Increase opportunities to volunteer. Use Principal's newsletter to keep parents informed about upcoming volunteer opportunities.	Family Involvement Coordinator, Assistant Principal, Principal	Sign-in sheets, agendas, handouts				
5) FIC will plan and implement family nights where parents will be invited and effort will be made to improve parent communication and involvement of student academic achievement and conduct.	Navejar, Erica	FIC will keep parent sign-in sheets				
6) Recruit staff members and parents/guardians to make revisions	Navejar, Erica	Sign-in sheets, agendas				
						

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

**Performance Objective 1:** Improve student achievement in technology skills and promote student college and career readiness.

**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Ensure all incoming 6th graders are enrolled in computer literacy	Technology Integration Specialist, Teachers	Lesson plans, technology access				
2) Administrators, CTS, CIS will model the use of technology	Principal, Campus Instructional Specialists, Technology Integration Specialist	Lesson Plans				
						

**Goal 8: Increased parent knowledge of student academic achievement and conduct.**

**Performance Objective 1:** 55% of students will score at or above the state mean raw score on the STAAR Social Studies test for all measured demographic groups

**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Merzano's vocabulary, follow vocabulary lessons on scope and sequence	Navejar, Erica	Teacher Lesson Plans				
2) Social Studies teachers will use more interactive lessons with students	Navejar, Erica	Lesson Plans				
3) Teacher Volunteer	Navejar, Erica	Increase in Student Scores				
4) Seek additional training and staffing	Navejar, Erica	Training Certificates, Principal Interviews				
5) All teachers should be trained to use this technology before school starts on August of 14 and include it in lesson plans at the beginning of school.	Navejar, Erica	Teacher Lesson Plans				
