

Goose Creek Consolidated Independent School District
Horace Mann Junior High
2018-2019 Campus Improvement Plan

Mission Statement

Horace Mann commits to a collaborative culture resulting in student growth and creating life-long learners through a rigorous curriculum and positive relationships.

Vision

"One Vision, One Goal: Student Success!"

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Comprehensive Needs Assessment

School Processes & Programs

School Processes & Programs Summary

As a team, we discussed the following:

- The ethnicity of the staff is diverse, and the staff is predominantly female. The languages spoken on the campus is English & Spanish. The demographics of the staff is comparable to the demographic of the students. All Teachers on the campus are state certified for their content areas. The average of teaching experience ranges from 5-10 years and currently the campus has low retirement projections.
- Paraprofessionals are highly qualified, with Associate's and bachelor's degrees. The District provides training and different workshops to enhance their professional development. The district provides new teachers with a buddy system and the campus provides a mentorship program to help first year teachers.
- The District provides a variety of professional development, such as Back To School Academies, Kagan and year round workshops to enhance professional growth. The campus requires a minimum of two PLC's meetings to discuss data, teaching strategies and development of lessons plans. The campus main goal is to ensure no student is left behind and the staff is working together to ensure the goal is met. The Benchmarks and CBA's are a structure in place to ensure students are learning effectively. The district has provided specialists to help enhance student learning and help teachers develop different strategies to promote learning. The additional administrator on campus has helped minimize teacher frustration and improved discipline in the classroom.
- The average class size on campus is around 25 students and the class size may vary depending on the subject. We suggest a survey of the teachers to see what types of professional development (PD) is needed.
- Horace Mann Junior School's context and organization seeks to increase a standard quality of service to the students, faculty, and school district. There are organizational structures in place that enhances this goal. For example, Horace Mann has various committees that allow teachers to have a voice in decision- making and school practices, such as ILT, ILC, PBIS, the Behavior Committee, and the AVID Site Team. There is a formal structure of leadership which includes the principal, assistant principals, team leaders, and content specialists. Additionally, there are numerous programs available to involve students such as content-area tutorials, student clubs, AVID, Band, Orchestra, athletics. Students can participate in after school rehearsals, UIL, performances, games, and concerts. Furthermore, the master schedule maximizes the amount of time spent in instruction. Finally, Mathematics and Reading content areas will have a block schedule for the next school year to increase content and instructional support and the History classes will have a maximum of eighteen students in the classroom. Horace Mann Junior School's structure supports its purpose with the school's systems, procedures, processes and actions striving to lead to higher student achievement, maintenance and monitoring of proper support systems, increased teacher retention, and enhancement of the quality of instruction and programs. Areas of concern include instructional time needs to be protected from disruptions. Effective instruction is impacted by the schedule, tardies, and poor communication. Regular monthly ILT meetings are needed. Cancellation of ILT meetings without rescheduling the meetings have resulted in only two ILT meetings this year. Losing instructional time to athletic programs in the afternoon because athletic programs are pulling students out of class for athletic events.

School Processes & Programs Strengths

The strengths we have identified are:

- Cohesiveness amongst some of the departments & grade levels.
- Strong vertical alignment of TEKS
- Awesome custodial staff
- Teachers support one another
- Additional Administrator
- Team Building
- School Spirit
- Horace Mann Junior School has established Professional Learning Community (or PLC) that consists of HMJ educators and administration that meets regularly to share expertise in subject areas, works to collaborate to improve teaching skills, and seeks to increase the academic performance of students.
- Horace Mann Junior School has classrooms that are conducive to student learning with a wide-variety of technology such as computers, projectors, laptops, iPads, and Promethean boards.
- Horace Mann Junior School has implemented a new dismissal schedule and bell schedule for the 6th grade students. This has helped reduce overcrowding in the hallway and has enhanced the safety of the students. Consequently, this has diminished incidents in the hallways between classes and conflicts after-school.
- Horace Mann Junior School students have opportunities to participate in different organizations, clubs, and choice of electives.

Perceptions

Perceptions Summary

Parents and community are involved with the school through PTA. Parents and community members are invited to attend festivals, performances, and various sports events. Teachers expect parental support with behavior, academics and extracurricular activities. Communication through the school website and IRIS alerts are utilized and updated regularly, however, handouts given directly to students to share with parents, such as newsletters, report cards, etc., are not always received by parents. All communication with parents are delivered in English and Spanish, except for the newsletter. Our Partner in Education is SNC Lavalin. PTA and our Partner in Education representative are invited to attend site-based decision-making meetings; however, they are not always able to attend. Parents are always welcome on campus, in classrooms, and at board meetings. An area of concern is the language barrier when communicating with parents and that a translator not always available.

Perceptions Strengths

- Partners in education
- tadpole camp
- home visits
- parent conferences
- website
- Spanish & English communication
- Keeping Baytown beautiful
- Fall/Spring festivals

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data

Accountability Data

- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps

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 the state assessment scores for all students including the special education and LEP populations

Evaluation Data Source(s) 1: Common Formative Assessments, CBAs, benchmarks

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
<p>Critical Success Factors CSF 1</p> <p>1) ELA teachers will use more interactive learning and cooperative learning strategies to enhance reading skills.</p>	2.5	Teachers Principal Assistant Principal	Increase in Student Assessment Scores			
<p>Critical Success Factors CSF 1</p> <p>2) Teachers will implement WICOR in classroom instruction: Writing, Inquiry, Collaboration, Organization, Reading to learn</p>	2.4	Principal Assistant Principals Teachers	Increase in Student Assessment Scores			
<p>Critical Success Factors CSF 1</p> <p>3) Inventory all dictionaries and thesauruses on campus to provide 1:1 ratio for reading testing</p>		Teachers Campus Administrators	Increase in Student Assessment Scores			
<p>4) Increase the use of technology, dictionary and thesaurus skills in Language Arts classrooms</p>		Principal Assistant Principal Teachers	Increase in Student Assessment Scores			
<p>5) Include vocabulary word bank in lesson plans</p>		Teachers	Increase in Student Assessment Scores			
<p>Critical Success Factors CSF 1</p> <p>6) 60%lab/40%instruction (lecture) More hands-on activities that compliment science instruction</p>	2.5	Teachers Campus Instructional Specialists	Increase in Student Assessment Scores			






<p align="center">Critical Success Factors CSF 1</p> <p>7) Teachers will use interactive notebooks, foldables and cooperative learning strategies to enhance instruction for all content areas.</p>	2.5	Principal Assistant Principal	Increase in Student Assessment Scores			
8) Practice Fitness Scores		Teachers	Increase in fitness scores			
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

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.

Evaluation Data Source(s) 1: STAAR reports

Summative Evaluation 1:






Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
<p>Critical Success Factors CSF 1 CSF 2</p> <p>1) PLCs will be conducted weekly to discuss lesson plans, student learning strategies, data etc.</p>	2.4	Principal Assistant Principals	Increase in Student Assessment Scores			
<p>2) 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.</p>		Principal Assistant Principal	Increase in Student Assessment Scores			
<p>3) Training will be provided to support the needs assessments for the campus using state assessment data and teacher input.</p>		Campus Administrators	Increase in Student Assessment Scores			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 3: Horace Mann Junior School 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: HMJS will implement plans that provide readiness opportunities and increase achievement of students that are at-risk of dropping out of school.

Evaluation Data Source(s) 1: Student Data Reports

Summative Evaluation 1:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
<p>Critical Success Factors CSF 2</p> <p>1) Analyze data from the CBAs and Benchmarks to develop plans for student growth and revisit plans for reteach with focused groups including at-risk students.</p>	2.6	Teachers Campus Instructional Specialists Campus Administrators	Increase in Student Assessment Scores			
<p>2) Establish a plan to implement intervention strategies to promote and increase student academic achievement, attendance, and positive behavior.</p>		Campus Administrators	Increase in student achievement			
<p>3) 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</p>		Campus Administrators	Increase in Student Assessment Scores			
Funding Sources: Coordination of Local and State Funds - 20000.00						
<p>4) 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.</p>		Principal Assistant Principal	All students have binders			
<p>5) Promote the Duke Talent Search over announcements in the morning and during lunch.</p>		Counselor	Duke applications completed			
<p>6) Encourage and support students to attend the SAT workshop</p>		Principal Assistant Principal Counselor	Explorer test completed			
<p>7) Ensure all clubs are high interest to students.</p>		Campus Administrators	Increase in club participation			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

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.

Evaluation Data Source(s) 1: Attendance Reports and surveys

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) Identify students eligible for attendance, student progress and good citizenship by communicating to students all the incentives available to motivate students and create a safe, positive learning environment		Teachers Principal	Improved student behavior			
2) Raise the attendance rate to 95% for students to be eligible for any field trips, fun activities or any other privileges by communicating 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 Assistant Principal	Improved attendance			
3) Implement district-wide anti-bullying program campus wide to instill good citizenship among the school community by enrolling each student in advisory class which will model and discuss appropriate behavior in school to prevent bullying		Campus Administrators	Improved student behavior			
						






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

Performance Objective 1: Recruit and retain highly effective personnel.

Evaluation Data Source(s) 1: Campus Staffing Reports

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) Plan to attend job fairs in advance and recruit early from pool of highly effective teachers in core academic subject areas, personal referrals; more detailed job descriptions.		Campus Administrators	100% highly effective staff hired			
2) Review applicant pool prior to interviewing potential candidates in order to select only highly effective teachers from the applicant pool.		Principal	100% highly effective staff hired			
3) 3) Incorporate content area teachers in the interview process in order to ensure that campus content area needs are addressed in the hiring process.		Campus Administrators	Teachers will be included during the interview process			
4) Provide information to teachers regarding certification opportunities to encourage and solicit them to add subject area certifications.		Campus Administrators	Increase in additional teacher certificates attained			
5) Prepare a list of unfilled assignments to assure that all assignments and reassignments are filled with Highly Qualified Staff.		Principal	100% highly effective staff hired			
6) 3) Implement a Buddy System for new to the campus teachers.		Principal	Increase teacher retention			


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

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

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

Evaluation Data Source(s) 2: Training Reports and Observations

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) Providing pertinent staff development that is specific to each content area based on campus need.		Principal Assistant Principal	Administrative Observations Completed			
2) To ensure that low-income and minority students are not taught at higher rates than other student groups by inexperienced teachers, Individuals scheduling must ensure equity among all students when preparing student schedules.		Principal	Schedules reflect equity			
3) Promote teacher awareness of the required GATE training to encourage all teachers to attend and increase the number of teachers certified to teach Pre AP		Principal	Teacher certifications attained			
4) During master scheduling, principal will insure teachers are certified to teach Pre AP classes with a yearly updated roster of GATE trained teachers.		Principal	100% 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: Ensure that 100% of Horace Mann parents and guardians are aware of the academic, attendance and conduct expectations of the school and are knowledgeable of the events that are held in the school to support these expectations.

Evaluation Data Source(s) 1: Parent data reports and surveys

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) The campus Parent and Family Engagement Policy and the School Compact will be jointly developed and updated periodically with parents in order to meet the changing needs of parents and the school. These documents will be distributed to parents and family members as well as made available to the local community in an understandable and uniform format.	3.1	Principal CSSS	Increase in parent participation			
2) The campus will convene an annual Title I meeting as well as engage parents in meaningful ways to support student academic progress through parent-teacher conferences, family nights, and other parent-related services. The campus will schedule these opportunities at times that will optimize participation by parents and family members.	3.2	Principal	Increase in parent involvement			
3) To promote parental awareness and increase parental involvement, the campus will establish informative and meaningful communication with parents throughout the year by 6th grade orientation, open house; family nights focusing on Math, Science, ELA and Social Studies; conferences; the school newsletter; the school website; Student Support Team and STAAR Talks		Principal	Increase in parent involvement			
4) Provide volunteer training and recognition activities for parents and community members to increase opportunities to volunteer. Use Principal's newsletter and school website to keep parents informed about upcoming volunteer opportunities		Principal	Increase in parent involvement			


5) Increase parent knowledge of LEP students by planning and implementing a quarterly parent meeting to discuss TELPAS		Principal Assistant Principals	Increase in parent involvement			
6) Establish communication between the school, PTSO, and SNC Lavalin (Partner in Education) to plan school wide events in an effort to promote positive communication between school and community		Principal	Increase in community and parent involvement			

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.

Evaluation Data Source(s) 1: Student Data Reports

Summative Evaluation 1:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) Ensure all incoming 6th graders are enrolled in computer literacy to increase skills in word processing, data base, spreadsheet and multimedia applications.		Principal Teachers	Increase in student achievement			
2) Model the use of technology in order to promote integration into the general curriculum across all subjects.		Principal	Increase in student achievement			
<p>Critical Success Factors CSF 1</p> 3) Increase the use of Promethean Software, Clickers, and iPads		Principal Assistant Principals	Increase in Student Assessment Scores			
<p>Critical Success Factors CSF 1</p> 4) Include more Promethean Board, Laptops, and Clickers as an instructional tool to deliver science lessons to reach all learning styles		Teachers Campus Instructional Specialists Campus Administrators	Increase in Student Assessment Scores			
						

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

Performance Objective 2: Improve student and teacher use of technology in the classroom.

Evaluation Data Source(s) 2: Lesson Plans and Observation Data

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) Ongoing training for teachers to incorporate Ipads in ELA instruction.		Campus Administrators	Increased student engagement			
2) Ongoing training for Social Studies teachers to incorporate laptops in the classroom for assessments and individual lessons.		Campus Administrator	Increased student engagement			
3) Ongoing training for all content based teachers in using clickers in the classroom to improve student performance and student engagement.		Campus Administrator	Increased student engagement			
Critical Success Factors CSF 1		Principal Assistant Principal	Increase in Student Assessment Scores			
4) Increase the use of Promethean Software, Clickers, and Laptops						
						

Campus Funding Summary

Coordination of Local and State Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	3	Payroll costs for tutoring and supplemental intervention materials	SCE Funds	\$20,000.00
Sub-Total					\$20,000.00
Grand Total					\$20,000.00