

**Goose Creek Consolidated Independent School District**  
**Highlands Junior High**  
**2024-2025 GCCISD School Board Review-September 2024**



# Mission Statement

Highlands Junior School is committed to serving the diverse and distinguishable needs of our student population, while encouraging and leading them to develop intellectually, emotionally, and socially.

## Vision

**Relationships. Academics. Behavior**

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# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain

## Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data

## 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
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data

- Response to Intervention (RtI) student achievement data

### **Student Data: Behavior and Other Indicators**

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- T-TESS data
- T-PESS data

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results





# Goals

**Goal 1:** Highlands Junior 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:** Highlands Junior will increase student performance levels at both Meet and Masters for all student populations by 5%

**Evaluation Data Sources:** STAAR results

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Teachers will collaborate during weekly PLC meetings to implement components of the 15 Day Challenge, including unpacking their TEKS, creating common assessments, and identifying and sharing instructional activities that match the level of rigor and depth of knowledge of the curriculum and materials. <b>Strategy's Expected Result/Impact:</b> Submission of PLC meeting notes 100% compliance in submitting lesson plans Increased achievement at Meets and Masters at a rate of 3% <b>Staff Responsible for Monitoring:</b> Campus Administrators Teaching and Learning Coach Team Leads	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> All teachers will integrate specific writing strategies into daily instruction in order to increase the level of rigor of instruction. <b>Strategy's Expected Result/Impact:</b> 100% compliance in submitting lesson plans Increased completion of classroom walk-throughs seen in 8 out of 10 walkthroughs per admin per week. Improved STAAR Scores: Improvement of 5% per content area. <b>Staff Responsible for Monitoring:</b> Campus Administrators Teaching and Learning Coach Team Leads	Formative		
	Nov	Feb	June

Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Teachers will differentiate and accelerate instruction for all students students in order to increase achievement at the Meets and Masters levels. <b>Strategy's Expected Result/Impact:</b> Increased applications seen in 8 out of 10 weekly walkthroughs per administrator. Improved STAAR Scores by 3% improvement per area. <b>Staff Responsible for Monitoring:</b> Campus Administrators Teaching and Learning Coach Team Leads  <b>Funding Sources:</b> Supplemental instructional materials - Coordination of Local and State Funds - GT Funds - \$500	Formative		
	Nov	Feb	June
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Utilizing ELA/Math HB1416 Intervention Electives, teachers will work to close the learning gaps identified through student data utilizing Progress Learning and other intervention strategies. <b>Strategy's Expected Result/Impact:</b> Increased achievement at Approaches, Meets and Masters <b>Staff Responsible for Monitoring:</b> Intervention Teachers Campus Administrators TLC's	Formative		
	Nov	Feb	June
<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>			

**Goal 1:** Highlands Junior 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:** Highlands Junior will increase academic rigor through campus wide implementation of Avid WICOR strategies.

**Evaluation Data Sources:** Avid Site Team Meeting Agendas  
Faculty Meeting Agendas  
ILT Agendas

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Teachers will be trained bi-weekly on Avid WICOR strategies and reviewed through campus walk throughs. <b>Strategy's Expected Result/Impact:</b> Increased STAAR scores at the Masters level by 3%. <b>Staff Responsible for Monitoring:</b> Avid Site Coordinator Administrators.	Formative		
	Nov	Feb	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div></div>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div>			







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

**Performance Objective 1:** Highlands Junior will ensure academic success for all students by closing student achievement gaps through specific data analysis and/or training for teachers in order to provide quality instruction through the use of best practices.

**Evaluation Data Sources:** STAAR results - increase per subject at 5%.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Monitor teachers' instructional alignment to the Texas Essential Knowledge and Skills, as well as the use of specific writing strategies, scaffolded instruction, and direct instruction and application of academic vocabulary and provide coaching in identified classrooms to support instructional growth and student academic success. <b>Strategy's Expected Result/Impact:</b> Increased STAAR results at a rate of 3% per subject. <b>Staff Responsible for Monitoring:</b> Campus Administrators Teaching and Learning Coach  <b>Funding Sources:</b> Costs for Teaching and Learning Coach - Coordination of Local and State Funds - SCE Funds - \$140,000	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Teachers will utilize data and reports from Lead4Ward and Eduphoria during weekly PLC meetings to track student progress and to identify students who are in need of additional support. <b>Strategy's Expected Result/Impact:</b> Increased STAAR results at a rate of 3% per tested subject. <b>Staff Responsible for Monitoring:</b> Campus Academic Specialist Campus Administrators Teaching and Learning Coaches  <b>Funding Sources:</b> Supplemental instructional materials - Coordination of Local and State Funds - Special Education Funds - \$300, Supplemental instructional materials - Coordination of Local and State Funds - Bilingual/ESL Funds - \$500	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Teachers will collaborate in PLC meetings to identify and address readiness and supporting standards of the Texas Essential Knowledge and Skills to improve individual instruction, effectively utilize district instructional resources, and to provide rigorous instruction for all students. <b>Strategy's Expected Result/Impact:</b> Increased compliance in submitting lesson plans Increased STAAR results at a rate of 5%. Submission of PLC meeting notes <b>Staff Responsible for Monitoring:</b> Campus Academic Specialist Campus Administrators Teaching and Learning Coaches	Formative		
	Nov	Feb	June





Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Teachers will effectively implement the use of Exit Tickets developed in STAAR format, along with an open ended question to increase writing across contents. <b>Strategy's Expected Result/Impact:</b> Increased STAAR scores in core subjects at a rate of 3% Increased STAAR scores in writing specifically at a rate of 3% <b>Staff Responsible for Monitoring:</b> Administrators TLCs Team Leads Teaching and Learning Coaches	Formative		
	Nov	Feb	June
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Teachers will implement aggressive monitoring to differentiate instruction for students in needs of additional support. <b>Strategy's Expected Result/Impact:</b> Increased STAAR scores at a rate of 3% per tested subject. <b>Staff Responsible for Monitoring:</b> Administrators TLCs Team Leads	Formative		
	Nov	Feb	June
<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>			

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

**Performance Objective 1:** Highlands Junior will improve student academic, attendance, and/or behavior performance by addressing chronic issues with students in need of support.

**Evaluation Data Sources:** Academic Reports; PEIMS Attendance report; At-risk student data reports; Discipline reports

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> The Highlands Junior Student Support Team will meet weekly to discuss, determine, and support identified students that need assistance with academic, attendance, and/or behavior in order to promote increased school success.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved attendance rates, academic achievement, and behavior. Attendance rates should improve 2%, STAAR scores at a rate of 3%, and discipline incidents will decrease at a rate of 5% per 9 weeks.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators Counselors CIS</p> <p><b>Funding Sources:</b> Student Wellness Interventionist - Coordination of Local and State Funds - SCE Funds - \$70,000</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Highlands Junior will utilize tutorials and additional staffing through tutors to increase the academic performance of at-risk and struggling students, thus reducing the potential drop out rate for these students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased overall scores and passing percentages on district and state testing at a rate of 3%.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators</p> <p><b>Funding Sources:</b> Payroll, materials, and supplies for tutorials to support student academic intervention - Coordination of Local and State Funds - SCE Funds - \$8,000</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Highlands Junior staff will utilize ParentSquare, RaaWee, email, and direct telephone contact to to communicate with parents and document students who have excessive absences. Teachers will address absences with parents during mandatory positive calls, if needed. Home visits will be made by campus staff to locate students with attendance problems.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved attendance rates through weekly attendance reporting. Overall campus goal is 95%.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators</p>	Formative		
	Nov	Feb	June

Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Highlands Junior will continue to recognize and reward students for perfect attendance every 9 weeks. <b>Strategy's Expected Result/Impact:</b> Increased numbers of attendance awards at a rate of 10% per nine weeks. <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Purchase instructional resources that target high-needs TEKS in core content areas, in order to support at-risk and academically struggling students who have been assigned to tutorials. <b>Strategy's Expected Result/Impact:</b> Increased overall scores and passing percentages on district and state testing <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 6 Details	Formative Reviews		
<b>Strategy 6:</b> Through the use of the online CCRM program, students will gain an understanding of career choices, college information, and financial support. <b>Strategy's Expected Result/Impact:</b> Students will be exposed to career clusters and coordinating programs of student at a rate of 1-2 per 9 weeks. <b>Staff Responsible for Monitoring:</b> Campus Administrators Counselors	Formative		
	Nov	Feb	June
Strategy 7 Details	Formative Reviews		
<b>Strategy 7:</b> A Student Leadership Team will be created to identify and address student concerns regarding campus bullying, student needs, school involvement, and student/campus culture. <b>Strategy's Expected Result/Impact:</b> Increase student attendance with a goal of 95% Decrease student drop out rates. <b>Staff Responsible for Monitoring:</b> Administrators Counselors	Formative		
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

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

**Performance Objective 1:** Highlands Junior staff will increase awareness of the district and campus emergency plan and take proactive measures to ensure student safety.

**Evaluation Data Sources:** Drill Submission Report

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Campus administrators will ensure all staff understand and follow the district and campus emergency procedures. <b>Strategy's Expected Result/Impact:</b> Improved number of submitted dates of completed drills to Administration <b>Staff Responsible for Monitoring:</b> Campus Administrators	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Teachers and Staff will be highly visible in the hallways in between class changes to monitor students and ensure procedures are being followed. <b>Strategy's Expected Result/Impact:</b> Decreased number of student incidents in between class periods <b>Staff Responsible for Monitoring:</b> Campus Administrators	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Hang hallway and common area positive behavior signs encouraging appropriate behavior in each area and reinforce current systems to improve student movement and transitions in hallways. <b>Strategy's Expected Result/Impact:</b> Decreased number of students incidents between class periods Decreased number of tardies <b>Staff Responsible for Monitoring:</b> Campus Administrators	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Highlands Junior will continue to support and collaborate with Communities In Schools to provide services to students. <b>Strategy's Expected Result/Impact:</b> Submission of CIS rosters <b>Staff Responsible for Monitoring:</b> Campus Administrators CIS	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> A PBIS plan will be developed, monitored, and adjustments made to address our most pressing student needs and behaviors. <b>Strategy's Expected Result/Impact:</b> Decrease student behavioral referrals. <b>Staff Responsible for Monitoring:</b> Administrators Counselors	Formative		
	Nov	Feb	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>			

**Goal 5:** Highlands Junior will recruit, develop, and retain highly effective personnel.

**Performance Objective 1:** Highlands Junior will recruit highly effective personnel for all course offerings.





**Evaluation Data Sources:** Master schedule, retention reports, staff highly effective reports

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Recruit from a pool of highly effective teachers. <b>Strategy's Expected Result/Impact:</b> Teacher percentages per certified, DOI, and adjunct professionals will show an increase in teacher certification from August 2024 to May 2025. <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Form committees made up of school personnel to assist in hiring highly effective faculty members. <b>Strategy's Expected Result/Impact:</b> Increased teacher retention by 20% Improvement in district and state assessments at a rate of 5% per tested subject. Improvement in classroom discipline with a decrease in student discipline referrals each 9 weeks over previous year. <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Assure that all assignments and re-assignments are filled with highly effective staff. <b>Strategy's Expected Result/Impact:</b> Increased STAAR Results at a rate of 3% per tested subject. <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Review and evaluate New Teacher/Mentor Program initiatives and make changes to increase new teacher retention <b>Strategy's Expected Result/Impact:</b> Improved results on satisfaction survey Reduction of employee attrition at a rate of 25% from 2023-2024. <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>			

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

**Performance Objective 1:** Highlands Junior will engage parental and community involvement to foster nurturing relationships, increase academics, and include parents when addressing student behavior.

**Evaluation Data Sources:** Parent sign in sheets, Student "H" awards, School messenger and marquee records, CIS Rosters





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Highlands Junior will use Parent Square alerts, newsletters, school marquee, and website postings to enable parents to be more involved in the academic success of their students. <b>Strategy's Expected Result/Impact:</b> Newsletters, ParentSquare, and Marquee records <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Highlands Junior will conduct an Open House, Eagle Camp, and other parents/student events to encourage parent involvement to establish teacher expectations as well as to review district policies. <b>Strategy's Expected Result/Impact:</b> Increase parent attendance at events with a goal of 30% overall attendance per event. <b>Staff Responsible for Monitoring:</b> Campus Administrators Counselors	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Highlands Junior will provide opportunities for parents to participate in campus activities such as Eagle Camp for incoming 6th graders, Open House, Elective Nights, Student Performance Nights, Team Conferences, and participation in school committees. <b>Strategy's Expected Result/Impact:</b> Increased number of signatures on parent sign-In sheets at a rate of 30% overall attendance. <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Students will participate in future college and career planning through participation in the online CCMR program and Endorsement Day activities. <b>Strategy's Expected Result/Impact:</b> Improved attendance totals with a campus goal of 95%. <b>Staff Responsible for Monitoring:</b> Campus Administrators Counselor	Formative		
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			



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

**Performance Objective 1:** Highlands Junior will implement and support a school wide technology program that provides teachers and students with technological resources to increase student achievement.

**Evaluation Data Sources:** Certificates of completion and lesson plans

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Highland Junior will provide opportunities for staff to attend targeted staff development that will enhance the effective use of technology in the classroom. <b>Strategy's Expected Result/Impact:</b> Submission of certificates of completion and 100% increased compliance in submitting lesson plans <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Continue to integrate technology in the classroom through the use of Brain Pop, Promethean boards and clickers, E-Instruction tools, laptop carts, and iPad carts. <b>Strategy's Expected Result/Impact:</b> 100% compliance in submission of lesson plans <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Use technology to increase student success by utilizing Google Classroom, district-approved iPad apps, and other programs targeted for special populations. <b>Strategy's Expected Result/Impact:</b> 100% compliance in submission of lesson plans <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> HJS staff will work toward 90% staff receiving Apple certification and campus wide Apple Distinction <b>Strategy's Expected Result/Impact:</b> Increase campus technology use <b>Staff Responsible for Monitoring:</b> Staff Administrators Librarian	Formative		
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

# Campus Funding Summary

Coordination of Local and State Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Supplemental instructional materials	GT Funds	\$500.00
2	1	1	Costs for Teaching and Learning Coach	SCE Funds	\$140,000.00
2	1	2	Supplemental instructional materials	Special Education Funds	\$300.00
2	1	2	Supplemental instructional materials	Bilingual/ESL Funds	\$500.00
3	1	1	Student Wellness Interventionist	SCE Funds	\$70,000.00
3	1	2	Payroll, materials, and supplies for tutorials to support student academic intervention	SCE Funds	\$8,000.00
Sub-Total					\$219,300.00