

# Highlands Junior Campus Improvement Plan

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**Reviewers:**

<b>Strategic Objective/Goal 1:</b>	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.						
<b>Performance Objective 1:</b>	Highlands Junior will increase STAAR student passing performance for all student populations.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>
Data Analysis	Utilize assessment data from Eduphoria, STAAR, Benchmark, and CBA results to identify student academic weaknesses.						
	Campus Administrators, ; Teachers, ; Counselor, ; Campus Instructional Specialists,	All, AA, Hispanic, White, ED, LEP, SPED	7/1/2014	6/30/2015	Local Funds	CBA, Benchmarks, STAAR	Data Form, STAAR Results
Professional Learning Community	Through common conference periods and PLCs, teachers will collaboratively design strategic lesson plans which engage students in TEKS objectives.						
	Teachers, ; Campus Instructional Specialists,	All, AA, Hispanic, White, ED, LEP, SPED	7/1/2014	6/30/2015	Local Funds	STAAR, Benchmarks, CBA	Lesson Plans, STAAR results
Interventions	Teachers will assess students and provide timely reteach opportunities through interventions, pull-outs, and tutorials to ensure learning for all students.						
	Teachers, ; Campus Instructional Specialists,	All, AA, Hispanic, White, ED, LEP, SPED	7/1/2014	6/30/2015	Local Funds	STAAR, Benchmarks, CBA	Target Students Attendance, STAAR Results

Interventions	Provide STAAR remediation classes, after school tutorials, pull-outs, and small group instruction for students who failed to meet minimum expectations on STAAR assessments.						
	Principal, ; Teachers,	All students with specific focus on Sped and LEP	8/26/2014	6/6/2015	District Assessments STAAR	STAAR results	Lesson Plans Intervention Rosters
Data Analysis	Students will track individual progress and identify academic strengths and weaknesses by documenting CBA and Benchmark results on Individual Progress Forms.						
	Principal, ; Teachers, ; Campus Instructional Specialists,	All Students	10/14/2014	6/6/2015	Time	Walkthroughs	Completion of Forms
Monitoring Curriculum	Administrators will follow a scheduled walkthrough program requiring five observations per week.						
	Campus Administrators,	All Students	9/23/2014	6/6/2015	Eduphoria, tablets	Eduphoria Data	PDAS, Eduphoria Data
<b>Performance Objective 2:</b>	HJS will increase the percentage of students meeting Level III (advanced performance) by at least 5% on all STAAR assessments.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>
Instructional Strategies	Teachers will differentiate and accelerate instruction for GT and Pre-Ap students in order to increase Level III performance.						
	Teachers, ; Principal, ; Campus Instructional Specialists,	Pre-Ap Students	8/26/2014	6/6/2015	District Specialists	Increase in number of students attaining Level III on STAAR	Lesson Plans, Classroom Walkthroughs STAAR Scores
Instructional Strategies	HJS will continue to participate in Staff Development focused on DOK levels and Rigor& Relevance in order to increase student academic performance.						
	Principal, ; Teachers, ; Campus Instructional Specialists,	All Students	7/1/2014	6/6/2015	Staff Development Budget	Walkthroughs	Lesson Plans Certificates of Completion

Level III Advanced Performance	Level III Advanced performance on local assessments will be maintained on a database and monitored and reviewed with the faculty.						
	Principal, ; Campus Instructional Specialists,	All Students	8/26/2014	6/6/2015	Database created by Campus Instructional Specialist	Student Performance on CBAs and Benchmarks	Level III STAAR Results
Professional Development	Encourage all core teachers to participate in Summer Institutes offered by the College Board.						
	Teachers, ; Principal,	GT/Pre-Ap students	7/1/2014	6/30/2015	Campus Staff Development Budget	Increase in number of teachers in attendance at trainings	Certificates of Completion
<b>Strategic Objective/Goal 2:</b>	Highlands Junior will provide a well balanced and appropriate curriculum to all students.						
<b>Performance Objective 1:</b>	Highlands Junior will ensure academic success for all students by closing student achievement gaps.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>
Achievement Gaps	Teachers will track and monitor student progress through using a data form.						
	Teachers, ; Campus Instructional Specialists, ; Campus Administrators,	All, AA, Hispanic, White, ED, LEP, SPED	7/1/2014	6/30/2015	Local Funds	Benchmarks, CBA, STAAR	Data Form, STAAR Results
Intervention Meetings	Teachers will meet weekly with their identified at-risk students to discuss missing work, grades, and upcoming assignments.						
	Teachers,	All, AA, Hispanic, White, ED, LEP, SPED	7/1/2014	6/30/2015	Local Funds	Increase Passing Percents on Report Card and Progress Report, CBA, Benchmark, STAAR	Teacher Signature on Student Planner, STAAR Results

Curriculum	Teachers will follow the Framework of Non-Negotiables through using the district developed curriculum.						
	Teachers, ; District Specialists, ; Campus Instructional Specialists, ; Campus Administrators,	All, AA, Hispanic, White, ED, LEP, SPED	7/1/2014	6/30/2015	Local Funds	STAAR, Benchmakrs, CBA	Lesson Plans, STAAR Results
<b>Strategic Objective/Goal 3:</b>	Highlands Junior through enhanced and dropout prevention efforts, all students will remain in school until they obtain a high school diploma.						
<b>Performance Objective 1:</b>	Highlands Junior will instill awareness of college and career readiness with all students.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>
Naviance	Through the use of Naviance, students will gain understanding of career choices, college information, and financial support.						
	Counselor, ; Teachers,	All, AA, Hispanic, White, ED, LEP, SPED	7/1/2014	6/30/2015	Local Funds	Attendance Percentage, District Drop-out Report	PEIMS Attendance Report
Mentor	Teachers will be assigned mentor/intervention students to provide support with academics and behavior.						
	Campus Instructional Specialists, ; Campus Administrators, ; Teachers, ; Counselor, ; Communities In School,	All, AA, Hispanic, White, ED, LEP, SPED	7/1/2014	6/30/2015	Local Funds	Report Cards, Attendance, Referrals	Mentor/Intervention lists, PEIMS
<b>Strategic Objective/Goal 4:</b>	GCCISD will provide and maintain a safe, positive learning environment.						
<b>Performance Objective 1:</b>	Increase awareness of the district and campus emergency plan and take proactive measures to ensure student safety.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>

Emergency Plan	Campus administrators will ensure all staff understand and follow the district and campus emergency procedures.						
	Principal, ; Teachers,	ALL	7/1/2014	6/30/2015	Local Funds	Fire, Evacuation, Lock-Down, Shelter in Place Drills	Submitted Dates of completed drills to Administration
Visible	Teachers and Staff will be highly visible in the hallways in between class changes to monitor students and ensure procedures are being followed.						
	Campus Administrators, ; Counselor, ; Teachers,	ALL	7/1/2014	6/30/2015	Local Funds	Teachers visible in hallways, Safe and orderly environment	Decreased number of student incidents in between class periods
<b>Strategic Objective/Goal 5:</b>	Highlands Junior will recruit, develop, and retain highly qualified and highly effective personnel.						
<b>Performance Objective 1:</b>	All students will be taught by a teacher who meets the requirement as Highly Qualified or state certified NCLB rules do not apply.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>
Recruitment	Recruit from a pool of Highly Qualified Teachers in core academic areas.						
	Principal,	All Students	7/1/2014	6/30/2015	No additional resources	Job Fair Report, Leads List, Job Applicants	Master Schedule
Scheduling	Assure that all assignments and re-assignments are filled with Highly Qualified Staff.						
	Campus Administrators,	All Students	7/1/2014	6/30/2015	No additional resources	Master Schedule, NCLB Audit	STAAR Results

Retention	Review and evaluate New Teacher/ MentorProgram initiatives and make changes to increase new teacher retainment.						
	Principal,	All Students	7/1/2014	6/30/2015	No additional resources	Minutes New Teacher Survey Results	Survey Results
ESL Compensation	Implement the district's initiative of compensation for core SIOP Team members.						
	Principal,	ESL	8/26/2014	6/6/2015	\$1500 per qualified teacher serving on the SIOP Team.	Increased number of teachers with ESL/SIOP certification and training.	Certificates of certification and completion
Interviews	Form committees made up of school personnel to assist in hiring Highly Qualified faculty members.						
	Principal,	All Students	7/1/2014	6/30/2015	No additional resources	Campus participation in interviews	Paperwise Submission
<b>Strategic Objective/Goal 6:</b>	Highlands Junior will establish and maintain parental and community partnerships in education to enhance student achievement.						
<b>Performance Objective 1:</b>	HJS will address the 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.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>
College Day	Students will create a 6-year plan while participating inthe Naviance Program; all students will have the opportunity to participate in College Day activities on campus.						
	Principal, ; Counselor,	All Students	8/26/2014	6/6/2015	None	Surveys	Attendance totals

Open House	HJS will conduct an Open House to present a summary of attendance policies and procedures; as well as review state compulsory attendance laws.						
	Principal,	All students and their parents identified as having attendance issues	8/26/2014	6/6/2015	Scheduling Session	A2A Reports PEIMS Data	Agenda, Sign-In Rosters
Participation	HJS will provide opportunities for parents to participate in daily student activities such as Orientations, Open House, Elective Night, Student Performance Nights, Team Conferences, and participation on school committees.						
	Principal, ; Teachers,	All Students	8/26/2014	6/6/2015	None	Scheduling of time	Sign-In Sheets
Perfect Attendance	HJS will continue to recognize and reward students for perfect attendance every 6 weeks.						
	Principal,	All Students	8/26/2014	6/6/2015	Community Toyota will provide prizes for each 6 weeks grading period.	PEIMS Data, AYP	Attendance Awards
Communication	HJS will use IRIS Alerts, school marquee, and website postings to enable parents to be more involved in the academic success of their students.						
	Principal,	All Students	8/26/2014	6/6/2015	No additional resources	Completion of alerts	Iris call records Marquee records
Community Involvement	HJS will continue to support and collaborate with Communities In Schools and Precinct2GETHER to provide services to students.						
	admin, admin	All Students	8/26/2014	6/6/2015	None	Increase in student participation	CIS Rosters Precinct2Gether Rosters
<b>Strategic Objective/Goal 7:</b>	Highlands Junior will provide the technology infrastructure and tools to maximize student achievement.						
<b>Performance Objective 1:</b>	HJS will implement and support a school wide technology program that provides teachers and students with technological resources to increase student achievement.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>

Professional Development	HJS will provide opportunities for staff to attend targeted staff development that will enhance the effective use of technology in the classroom.						
	Teachers, ; Principal,	All Students	8/26/2014	6/6/2015	Staff Development Budget	Walkthroughs	Certificates of Completion Lesson Plans
Instructional Technology	Continue to integrate technology in the classroom through the use of Brain Pop, Smartboards, E-Instruction, and Success Maker.						
	Teachers, ; Principal,	All Students	8/26/2014	6/6/2015	Campus Budget	Lesson Plans Walkthroughs	Lesson Plans
Technology Tools	Use technology to increase student success by utilizing Reading Smart, I- Station and other programs targeted for special populations.						
	Principal, ; Teachers,	Sped Ells	11/6/2014	5/23/2015	District Purchased Programs	Lesson Plans Classroom Observations	Lesson Plans