

Salado Junior High School



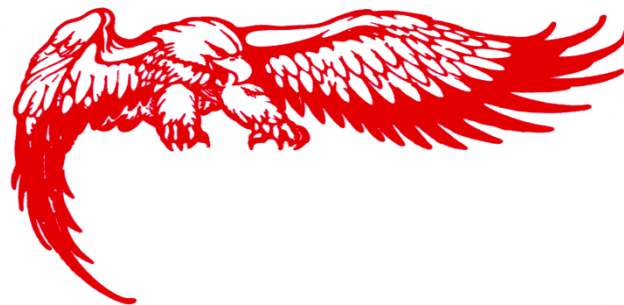
Campus Improvement Plan

2010-2011

**Salado Independent School District
District and Campus Development Plan
2010– 2011**

Mission and Objectives

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child.



**SALADO I.S.D. SCHOOL BOARD
2010-2011 GOALS AND OBJECTIVES**

- BOARD GOAL 1: Student Achievement/Instructional Leadership
- BOARD GOAL 2: Provide Safe Learning Environment
- BOARD GOAL 3: Maintain Highly Qualified and Highly Motivated Employees
- BOARD GOAL 4: Efficient and effective management of resources
- BOARD GOAL 5: Involve parents/community in the education process

Campus Site-based Decision Making Committee Members for Salado Jr. High School:

First Name	Last Name	Position
Regina	Coleman	P/B/C
Jami	Fischer	TDSBC
Mary	Stahnke	T
Becky	Niebuhr	T
Barry	Kemper	T
Fran	Smetana	T DSBC
Jennifer	Umpleby	P
Gloria	Hodge	P/B/C
Theresa	Kunz	Staff
Harry	Miller	Principal
Donna	Driggers	Counselor
Rita	Alsup	T

Salado ISD Mission Statement

The Salado Independent School District empowers today's youth to be leaders in a global society through educational excellence. We are committed to:

S Success
 I Innovation
 S Self-Reliance
 D determination

SJHS GOAL 1: Student Achievement/Instructional Leadership

OBJECTIVE 1.1: Increase achievement for all student and all subpopulations in reading/language arts, math, science, and social studies with emphasis on Hispanic Science

Action Plan

Activity ~ Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Analyze New AEIS Results	Campus SBDM/Miller	October	November	AEIS-it	\$ 0	CIP/Sitebase meeting sign in sheets
Analyze End of Year Surveys	Campus SBC, Miller	October	November	Student, Parent, & Teacher surveys	\$ 0	CIP/Sitebase meeting sign in sheets
Student Assistance Program committee meet with mentors to discuss the progress of the Focus group students at one of their bi-monthly meeting each month/Hispanic students primary target	SAP Committee/Driggers/Miller/Mentors	September	May	SAP Notebook	\$ 0	Increased student performance
Improve RTI Program	Miller, Spec. Ed, Dept. Leaders, Core Teachers	November	May	RTI Model and Interventions	\$0- Position	Implementation of model

Implement C-SCOPE(VADS,TEKS IFD)	Miller/teachers	August	May	TEKS on Board & Lesson Plans	\$ 0	TAKS performance/classroom observations/PDAS
Modifications & Accommodations	Teachers	August	May	Documented on Lesson Plans	\$ 0	TAKS performance/Classroom observations
"Focus" Group expanded to include additional sponsor and students/Hispanic students primary target	Miller/Aguirre	August	May	Sub-pop list; college & trade school field trips, career counseling	TBD	Increase students' performance & reduction in discipline referrals
At-Risk ID	Driggers/Miller	August	May	At-Risk List	\$0	Reduction in discipline referrals & increased student achievement
504 Plans	Driggers/Miller	August	May	GCS binder/meeting sign in sheet/Lesson plans	\$0	Increased student achievement/ annual meetings/reviews, forms, & distribution)
Weekly testing collaboration	Miller/Teachers	December	May	Lesson Plans	\$0	Increased student performance/reduced parent complaints
Science TAKS Class/Hispanics primary target	Miller/Fischer/SAP	August	May	Master Schedule	Approx. \$5,000.00	Increased student achievement/walk-throughs, benchmark tests.
Academic Intervention/Hispanic students primary target	Miller/Britt/Faculty	August	May	Student Sign In Sheets	\$700.00	Increased student achievement(reduced failure rates, increased performance on assessments)
Escalara program/ELLs primary target	Miller/Smith/Newton	August	May	Student attendance sheets		Increased ELL achievement
Marzano Book Study on Vocabulary	Miller/Niebuhr	November	November	Staff sign in sheet	\$300.00	Increased student performance, walk through observation.
Staff Mentor Program	Miller/Smetana	August	May	Parent , student, teacher contact log	\$0	Increase student performance and attendance, Parent/Student/ Teacher Survey

OBJECTIVE 1.2: Develop and implement strategies to reduce Hispanic representation in Special Education Action Plan

Activity - Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Increase and enhance academic support programs and activities, i.e., TAKS science, math enrichment, TAKS math, inclusion science, math, and reading	Miller/faculty	August	May	Master schedule/class rosters	\$5,000.00	Reduced failure rates, Increased student performance on state assessments
Academic Intervention	Miller/Britt/Faculty	August	May	Student Sign In sheets	\$700.00	Reduced failure rates, increased student achievement on state assessments

SAP committee bi-annually review of all Hispanic special education students' TAKS scores, benchmark test, grades, etc. to look for candidates to recommendation, to the ARD committee, for dismissal from special education	Miller/SAP committee/Driggers	November	May	Minutes of SAP meeting	\$0	Reduce, over time, the number of Hispanic students in special education. Reduce the number of Hispanic students recommended for special education.
Develop an education plan and closely monitor the progress of students who have been dismissed from special education	Miller/SAP committee/Driggers	November	May	Student file, minutes of SAP meeting	\$0	Reduce failure rates of students with special needs.

OBJECTIVE 1.3: Incorporate innovative best instructional practices at all campuses that meet the needs of every student
Action Plan

Activity - Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Dyslexia Classes	Wagon	August	May	Reading Probes; Dyslexia evaluations	Part-time personnel unit	Sub-pop student achievement
ESL part-time teacher- Fully integrated into Inclusion classes/ELLs primary target	Newton	December	May	ESL roster and documentation	Part-time teacher	TAKS results, ESL documentation, LPAC
MODS	Kunz/Alsup/Pisar	August	May	GCS Binder	\$100	Documentation on lesson plans, lower failure rates, increased student achievement
Rally to Read- Computers added to increase participation of sub-pop students/Hispanic students' primary target.	Moses	August	May	Pre & Post Test with LIPS & GORT	Part-time teacher	Diagnostic Pre & Post, Increased student performance
Reading and Math Enrichment classes	Carter, Niebuhr	August	May	Periodic checks, report cards		TAKS results, reduction in failure rates
Math TAKS Class	Carter	August	May	Periodic Checks & Benchmark Test		Reduction in failure rates and improved TAKS scores
Science TAKS	Miller/Mentors/Smetan	August	May	Schedule/Class roll	\$0	Increased student performance

Class to serve special pop students/Hispanic students primary target	a/Fischer					
Summer TAKS prep sessions	Miller and staff	June	July	Enrollment	TBD	Increased student performance
ELL inclusion	Miller/Newton	August	May	Master Schedule/Class rosters	\$0	Increased student achievement on benchmark and TAKS tests.
Special Education Inclusion /Special Ed. Aide	Heckman/Miller	August	May	Class rosters & master schedule	1 Aide	Special Education documentation; increased student performance
Weekly testing collaboration	Miller/Teachers	August	May	Lesson Plans		Assure weekly testing schedule is spread out to avoid too many tests on same day
Inclusion training	Miller/Niebuhr/Newton/Teachers	December	May	Staff sign in sheet/attendance certificates	TBD	Increased student performance on benchmark test/TAKS test
Staff development on differentiated instruction	Miller/Bragg/Niebuhr	December	May	Lesson plans/Sign in sheets		Increased students performance on benchmark test & TAKS
Gifted and Talented	Driggers, Miller, Fischer, Boaz, Honors Teachers	August	May	Projects,Planning,Field trips, Parent meetings sign in sheets	TBD	Parent, Student, and Teacher Surveys
SAP committee review						

OBJECTIVE 1.4: Maintain successful extracurricular programs, research all available opportunities to increase student participation, and achieve highest state recognition in all program areas

Action Plan

Activity - Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Band Field Trip	Kelly/Bremer	May	May	Rosters	Student fund raising	Increased participation
Band	Kelly, Bremer	August	May	Class Roster, Retention rate, Recruit uninvolvement/PE students	1 teacher	Student input
UIL Competition	Smetana & Coaches	September	December	Entry at UIL	\$6,600	Competition
Championship Banners	Miller/Coaches	Year Round		Banners for 2009-2010	\$750 Principal Budget	Student/Parent Input
UIL Competition	Smetana & Coaches	Sept.	January	Participate in ZONE UIL Meet	UIL stipends	Meet participation and results
Athletics	SJHS Coaching Staff 3-Boys/3Girls	August	May	Team Sports: Cross Country, Football, Volleyball, Basketball, Track & Field	11 teaching units plus coaching stipends	Participation

OBJECTIVE 1.5: Improve Guidance Services for students at all grade levels

Action Plan

Activity ~ Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Junior High counselor will coordinate graduation plan and high school course selection seminar for 8 th graders with the high school counselor	Driggers/Miller/Bergstrom	November	May	Campus Weekly Schedule	\$0	Parent/Student Survey Feedback
Complete all 504 meeting by the end of September	Driggers/Miller	September	September	504 Meeting Schedule	\$0	Parent/Student Survey Feedback, Increased Student Performance
Eagles Excellence Award	Driggers/Kunz	November	May	Announcements, Student Recognition at Awards Assembly	\$100	Parent/Student Survey Feedback
Core Essential Character Education Program	Driggers/Kunz	August	May	Announcements, Bulletin Board Displays	\$100	Reduced Discipline Referrals, Parent /Student Survey Feedback

OBJECTIVE 1.6: Review and evaluate existing instructional programs for impact on student success

Action Plan

Activity ~ Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
RALLY model Reading program	Moses	Sept.	May	Lindamood Bell Training	Reading Training	PDAS/Program Evaluation TAKS Results
ESL	Newton	September	May	LPAC meetings	Bi-lingual Teacher Reading Training	PDAS/Program Evaluation TAKS Results, LSAT; Provides structure & communication with classroom teachers
GT Reading and Math Classes	Kim Boaz/Becky Niebuhr/Smetana	August	May	Lesson Plans	2 teachers	Parent Survey
GCS	Kunz	August	May	GCS documentation through program	1 paraprofessional position	Program evaluation, TAKS results, grade reports
Inclusion Model	Alsup and teachers, admin.	August	May	Students' grades, teacher input	1 special education teacher; 1 special ed. aide	PDAS/Program Evaluation TAKS Results
Dyslexia Classes	Wagnon	August	May	Students' grades, program documentation	Part-time personnel unit	Sub-pop student achievement

OBJECTIVE 1.6 Achieve exemplary status and increase the number of commended students

Action Plan

Activity-Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Benchmark Tests	Miller/Staff	Two benchmark test, one in the fall, and one in the spring	April	Scanton Software Scantron Digital Scanner	\$0	2010 TAKS/Benchmark results
Six Weeks Assessment	Miller/Staff	October	April	Test Copies/Lesson Plans/Classroom observations	\$0	Benchmark Test, 2010 TAKS results
Awards Assembly plus 10% TAKS medals	Miller/Faculty	May	May	Assembly	\$2 per Award	2010 TAKS
TAKS Breakfast	Miller/Driggers/PTO	May	May	Breakfast	TBD	2010 TAKS
6-Weeks Awards Assembly	Miller/Rennick	September	May	Certificates	TBD	Student/Parent Input
Data disaggregation	Craddick/Staff	October	April	Discipline report	TBD	Increased student performance
Academic Intervention	Miller/Britt	October	May	Discipline report	\$0	Increased student performance
Increase classroom rigor	Miller/Staff	August	May	Walkthroughs data/Lesson Plans	\$0	Classroom observation/TAKS results
Increased student accountability for their learning	Miller/Staff/Parents/Students	August	May	Parent contact log, student conferences, Academic expectation assembly	\$0	Reduced academic referrals to office/Increased student performance

SJHS GOAL 2: PROVIDE SAFE AND HEALTHY LEARNING ENVIRONMENT

OBJECTIVE 2.1: Maintain emergency response through uniform procedures to ensure safety and security of the students

Action Plan

Activity - Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Student Code of Conduct	SBDM	June	July	Distributed at Registration & Posted on website	\$ 0	Ongoing
Student Handbook	Miller	June	July	Distributed at Registration & Posted on website	\$200	Ongoing
Morning Detention, PM detention, ISS	Britt, Miller	August	May	Detention notices	Cost of notices	Discipline reports
Crisis Intervention Plan	All faculty & staff	August	May	Staff notebooks		Evaluate regular fire drills, tornado drills, etc.; Remind students of importance & use vocabulary such as "crisis intervention" in discussion
Connect Ed	E. Bragg	August	May		TBD	Communication with parents

SISD Website						Communication with parents
Campus AEP	Miller	September	May	PEIMS Data	Substitute teacher as needed	Discipline reports
ISS	Miller	August	May	PEIMS Data	Substitute teacher as needed	Discipline reports

OBJECTIVE 2.2: Provide resources and training for safety and security

Action Plan

Activity ~ Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
All teachers CPR certified	Morris- nurse	June	September	Certification	\$1500	Teacher input
Phones or call buttons in all classrooms	E. Bragg	Spring 2009		Classroom map	\$2000	Teacher Input
CIS	Kelsey Plankenhorn	August	May	Student files	Grant	PDAS; Student surveys - Increase program visibility & accessibility
S&W Worth the Wait	CIS	November	May	Events & Publicity	\$500 Grant	Student/Parent input
Red Ribbon Week/ Drug & Alcohol Awareness	Driggers	August	May	Publicities; Cross-curricular classroom projects	\$1000	Student, teacher, and parent input
Implement Core Essentials character education program	Driggers/Kunz	August	May	Announcements	\$600	
Part-time Counselor	Miller/Driggers	August	May	Student Enrollment; Number of students with needs		Student, teacher, and parent input; Counselor evaluation
Use of Portable for Counselor Groups "lunch buddies"	Miller/Driggers	August	May	Group meetings		Student/Parent/Staff surveys
Community Mentor Program	Driggers; CIS	August	May	Mentor sign in logs	\$0	Reduce student referrals; Parent/Student/Staff survey

OBJECTIVE 2.3: Implement Programs That Promote Appropriate Student Choices

Action Plan

Eagle Excellence Award	Driggers/Kunz	November	May	Announcements	\$100	Student/Parent/Teacher Surveys
Worth The Wait	Driggers/Fischer/Meyer	April	May	Lesson plans	\$0	Student/Parent/Teacher Surveys
Character Education Program	Driggers	August	May	Announcements, Bulletin Board Display	\$600	Student/ Parent/Teacher Surveys
Red Ribbon Week	Driggers/ Kunz	November	November	Announcements, Bulletin Board Displays	\$200	Student/Parent/Teacher Surveys

OBJECTIVE 2.4: Clubs and Organizations

Action Plan

Activity - Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Student Council	Kunz	September	May	Attendance lists	\$750	Student input
Fellowship of Future Christian Athletes	Kemper	October	May	Attendance lists	\$ 0	Student input
FFA	Darling, Dube	September	May	Attendance lists		Student input

SJHS GOAL 3: MAINTAIN HIGHLY QUALIFIED AND HIGHLY MOTIVATED EMPLOYEES

OBJECTIVE 3.1: Devise and implement a recruitment and retention plan to attract, employ, and retain highly effective classroom teachers

Action Plan

Activity - Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Maintain a Resignation Rate under 15% (>4)	Miller/Support Staff	April	July	Contract Renewals	Variable	Actual Resignation rate
Portfolio Professional Development Model	Teachers, Kemp	June		Training certificate and Portfolio Schedule A, Chancery documentation	\$ 3,000-\$6,000	PDAS
Middle School Conf/Summer Workshops	Miller/Teachers	Summer and October		Training certificate	Workshop Budget	Teacher Survey
New PDAS Model for Experienced Teachers	Miller & SBDM Meetings	On-going		Model	\$ 0	Evaluate
Teacher Moral Committee	Britt/Kunz	On going		Luncheons/Recognition	PTC-Budget	Teacher Response

OBJECTIVE 3.2: Provide differentiated research-based professional learning experiences that reflect various career stages, job assignments, and expertise levels

Action Plan

Activity - Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Middle School Conf/Summer Workshops/Small School Training, Fall/Spring Professional Development workshops	Miller, Teachers	Summer	Ongoing	Training certificate	Workshop Budget	Teacher Survey; Teachers will bring back ideas and share with the rest of the faculty

SJHS GOAL 4: EFFICIENT AND EFFECTIVE MANAGEMENT OF RESOURCES

OBJECTIVE 4.1: Maintain a balanced budget

Action Plan

Activity - Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Subject-area Appropriations	Principal/Teachers	September	May	Excel Software Printout	\$ 00	Balanced Budget
Zero-based Budget	Principal/Teachers	April	May	2010-2011Budget Requests	\$ 00	Balanced Budget

OBJECTIVE 4.2: Use best-value technology to achieve efficiency

Action Plan

Activity - Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
New Tech Equipment	Computer Technologist	On-going	May	Computers in Sp Ed, ESL and GCS & other	Budget	Technology Committee
Kurzweil Upgrade & Network	Bragg	November		Network Up & Running	\$ 3800	Reading Staff Review; Student/Parent input
GradeSpeed	Teachers	August	May	Service on-line	\$ 0	Teacher/Parent Survey
Lessons Overview On-line	Teachers; Kunz	August	May	Service on-line	\$ 0	Teacher/Parent Survey
Connect Ed	Bragg	August	May	Service on-line	\$0	Parent/Teacher Survey
New Smart Boards, Elmos, and Tablets for all core academic classes	Bragg	August	December	Installation of hardware in classrooms		Parent /Teacher Survey Responses, Increased student performance

OBJECTIVE 4.3: Provide resources and implement strategies to complete a successful bond program

Action Plan

Valentine luncheon for teacher appreciation. Invite superintendent and board president to provide information on upcoming bond election.	Miller/Britt/Kunz	February	February	Sign In Sheet	\$250.00	Follow-up PTO meetings and election outcome
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OBJECTIVE 4.4: Review and update master plan for facilities

Action Plan

Activity ~ Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Foyer area and Ceiling tiles throughout building	Principal, maintenance	Spring		Maintenance requests	\$ 1000	Faculty, parent, and student feedback
Bathrooms	Principal, maintenance	Spring	Summer	Maintenance requests	\$ 500 - 1000	Faculty, parent, and student feedback
Leaking windows & roof	Miller, maintenance	On-going			TBD	Faculty, parent, and student feedback
New computer lab to be located in the old theater arts room.	Bragg/Miller/Agee	August	May	Room retrofitted and computers installed	Budget	Faculty, parent and student feedback

SJHS GOAL 5: INVOLVE PARENTS/COMMUNITY IN THE EDUCATION PROCESS

OBJECTIVE 5.1: Expand and improve communication among all constituencies

Action Plan

Activity ~ Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Village Voice	Teachers	On-going		Newspaper Articles & Website	\$ 0	Parent Input
Student Directory	PTC & Principal	October		Directory	PTC Expense	Parent response
Weekly Agenda	Principal/Rennick	August	May	Weekly Agenda	\$ 0	Parent response
Eagle Eye Newsletter	Tucker & Yearbook Class	August	May	Newsletter every 6 weeks	\$500	Parent and Student Response
Update All e-mail addresses	Rennick/E Bragg	August		Directory	\$ 0	Parent response
GradeSpeed Software To Parents	Bragg/Miller	January	May	Report Cards and Progress Reports	\$ Tech Budget	Parent & Teacher Survey
News Stories	Principal/PTC/Teacher & Students	October	May	Newspaper stories with digital photos and stories e-mailed	\$ 0	Volunteer Input
Marquee	Kunz	August	May	Marquee	\$0	Parent and Student Survey
Morning announcements	Kunz/Student Council	August	May	Announcements every morning	\$0	Teacher/Student input
District Web site – SJHS link	B. Bell	Ongoing		Information on Site	\$ 0	Teacher/Parent input
Connect Ed	E. Bragg, Superintendent	September	May	Connect Ed printouts	\$ 0	Teacher/Parent input
Parent Information	All Teachers	1 st week of School Year		Individual Teacher Policies	\$0	Parents/SBDM

Stuff Your Locker	All Teachers	Prior to 1 st day of school			\$0	Parent input
Open House	All Teachers	September		Parent sign-up sheet	\$0	Teacher/Parent input
Parent/teacher conferencing month	All Teachers	October		Phone log sheets	\$ 0	Teacher/Parent input
Progress Reports mailed home; report cards required signed	Teachers, front office staff	September	May	Reports and grade rosters	Cost of postage	Teacher/Parent input
Lessons Overview online	Kunz	August	May	Printouts	\$ 0	Teacher/parent survey

OBJECTIVE 5.2: Ensure parent/community involvement in site based decision making

Action Plan

Activity ~ Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Community in Schools Program	Case worker	August	May	Board of Directors position	\$ 00	CIS program
Parent Teacher Coop	PTC President & Officers	August	May	PTC Minutes	\$00	Teacher Input
Recruit parent and business community members to serve on site-base committee	Miller	August	September	Meeting minutes	\$0	Parent/student/teacher survey

OBJECTIVE 5.3: Maintain a highly visible and approachable administrative team

Action Plan

Activity ~ Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Increase administrative attendance at community & extra-curricular events	Miller	August	May		\$0	Parent/Student/Staff survey
Increase number of opportunities for parent visitations (Stuff your Locker Night, Meet the Teacher Night, Campus GT Parent/Community Meeting, Assemblies, Athletic events, etc.)	Miller	August	May	Sign in sheets	\$0	Parent/Student/Staff survey

Increase frequency & communication of site-based committee meetings	Miller	August	May	e-mails, meeting minutes	\$0	Parent/Student/Staff survey
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