

HARLETON J H

Campus Improvement Plan

2019/2020

Pride, Tradition, Excellence, for ALL, Forever



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Mission

It is the MISSION of Harleton Junior High to prepare students to become college and career ready as they enter high school by ensuring that every student has access to quality instruction that enables them to become productive, competitive citizens globally, socially, economically, and educationally.

Vision

It is the VISION of Harleton Junior High to promote excellence in education by preparing students to become productive citizens as well as life-long learners. Each student will be provided the opportunity to reach his or her potential utilizing qualified, effective and caring teaching personnel with developmentally appropriate curriculum that emphasizes critical thinking. Community and staff relations will be enhanced through effective communication. All available financial resources will be utilized to achieve the campus mission.

Nondiscrimination Notice

HARLETON J H does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the Rehabilitation Act of 1973; as amended.

HARLETON J H Site Base

Name	Position
Gatlin, Dyanne	Paraprofessional/Coach
Hargett, Jennifer	Science Teacher
Lockhart, Kelly	Parent
Minor, Jana	Special Education Teacher
Penhallegon, Tammy	Math Teacher
Smith, Sonya	English Teacher
Welch, Jeff	Social Studies Teacher
Winsted, Kim	Counselor
Wright, Shane	Principal

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- Goal 1.** Conduct a Comprehensive Needs Assessment of Harleton Junior High.
- Objective 1.** Discover findings related to all aspects of the operation of the campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A Campus Site-Based Committee will review multiple sources of data to identify campus strengths and weaknesses in student academic performance, school culture and climate, staff quality, curriculum and instruction, family and community involvement, school context and organization, and technology. (Title I SW: 1) (Target Group: All) (CSFs: 1,5,6)	Campus Site-based Teams	January-June		Summative - Comprehensive Needs Assessment Summary

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Goal 2. Increase student achievement and student academic success for all students by strengthening educational programs in core areas with additional support for specific areas and targeted populations.

Objective 1. Increase student achievement in core areas: English/Language Arts, Reading, Math, Science, and Social Studies to achieve an "A" rating District and Campus accountability.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will plan and make instructional accommodations for students identified as "did not meet progress" based on state assessment data progress measures during the academic period and regular class periods. (Target Group: 6th, 7th, 8th) (CSFs: 1,2,4)	Core Subject Teachers, Counselor(s), Curriculum/Special Programs Director, Principal(s)	Weekly	(S)Local Funds, (S)State Compensatory	Formative - Lesson Plans, Academic Period Rosters.
2. Teachers will use previous school year accountability and state assessment data of sub-groups to inform their instructional practice as they plan instruction for the school year. (Title I SW: 1,2) (Target Group: 6th, 7th, 8th) (CSFs: 1,2)	Core Subject Teachers, Curriculum/Special Programs Director, Principal(s)	weekly	(S)Local Funds, (S)State Compensatory	Formative -
3. Teachers will create and implement lesson plans aligned to the TEKS and the state assessment system through use of a Six Weeks at A Glance plan. (Target Group: All) (CSFs: 1,4)	Classroom Teachers, Principal(s)	Each Six Weeks	(S)Local Funds, (S)State Compensatory	Formative - Lesson Plans
4. Teachers will make and administer 6 Week comprehensive tests and score them using DMAC to assess student mastery of the TEKS to inform their instructional planning. (Title I SW: 8) (Target Group: 6th, 7th, 8th) (CSFs: 1,2)	Core Subject Teachers	Each Six Weeks	(S)Local Funds, (S)State Compensatory	Formative - 6 Weeks Assessments and Benchmark Data.
5. Core teachers will give a STAAR Benchmark assessment using DMAC and examine the data of subgroups in order to provide remediation and reteaching for TEKS not mastered prior to the STAAR tests. (Title I SW: 1,2,8) (Target Group: 6th, 7th, 8th) (CSFs: 1,2)	Core Subject Teachers	January-April	(S)Local Funds, (S)State Compensatory	Formative - Benchmark Assessments and Benchmark Data.

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Goal 2. Increase student achievement and student academic success for all students by strengthening educational programs in core areas with additional support for specific areas and targeted populations.

Objective 1. Increase student achievement in core areas: English/Language Arts, Reading, Math, Science, and Social Studies to achieve an "A" rating District and Campus accountability.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>6. Teachers and staff will track individual student progress on key assessments and implement interventions during academic period throughout the year. Teachers will utilize this period to provide additional time for tutoring/remediating skills. (Title I SW: 1,3,8) (Target Group: 6th, 7th, 8th) (CSFs: 1,2,4)</p>	<p>Classroom Teachers, Counselor(s), Principal(s)</p>	<p>Weekly</p>	<p>(S)Local Funds, (S)State Compensatory</p>	<p>Formative - Results from 6 week assessments, benchmarks, and previous STAAR data.</p>
<p>7. Provide at least one period a day in the STAAR tested areas to provide tutoring and targeted reinforcement for students needing assistance. (Title I SW: 2) (Target Group: AtRisk) (CSFs: 1,4)</p>	<p>Core Subject Teachers, Principal(s)</p>	<p>all year</p>	<p>(S)State Compensatory</p>	<p>Formative - Benchmark test results, nine-week grades, STAAR results</p>
<p>8. Paraprofessionals will provide academic assistance to at risk, special education, and general education students by going into classrooms and working with small groups and by pulling students out for one-on-one instruction. (Title I SW: 2,9) (Target Group: All, SPED, AtRisk, 6th, 7th, 8th) (CSFs: 1)</p>	<p>Classroom Teachers, Principal(s)</p>	<p>all year</p>	<p>(S)Local Funds, (S)State Compensatory</p>	<p>Formative - Six weeks grades, benchmark and STAAR results.</p>
<p>9. Examine staffing patterns, and adjust teaching assignments and the master schedule in an effort to increase performance in deficient core areas. (Title I SW: 2,3,5) (Target Group: All) (CSFs: 1,2,3)</p>	<p>Principal(s)</p>	<p>Yearly</p>	<p>(S)Local Funds</p>	<p>Formative - Benchmark and STAAR results</p>

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Goal 2. Increase student achievement and student academic success for all students by strengthening educational programs in core areas with additional support for specific areas and targeted populations.

Objective 2. Students will be identified, placed and served in the appropriate programs that meet their diverse needs including special education, ESL, gifted, and at-risk.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Teachers will offer tutorials to all students that need additional instruction and assistance for core academic subjects before and after school as needed. (Title I SW: 9) (Target Group: All) (CSFs: 1,4)</p>	<p>Core Subject Teachers, Counselor(s), Principal(s)</p>	<p>weekly</p>	<p>(S)Local Funds, (S)State Compensatory</p>	<p>Formative - Tutorial attendance, progress reports, and 6 week grades.</p>
<p>2. The campus counselor will identify and serve students that are in need of additional services through appropriate committees (RII, 504, ARD, LPAC, G/T, etc.) in order to meet individual academic needs. (Title I SW: 10) (Target Group: ESL, Migrant, LEP, SPED, GT, AtRisk, Dys, 504) (CSFs: 1,4)</p>	<p>Classroom Teachers, Counselor(s), Curriculum/Special Programs Director, Principal(s)</p>	<p>weekly</p>	<p>(S)State Compensatory</p>	<p>Summative - Minutes of committee meetings, record of referrals to special programs</p>
<p>3. Teachers will be given one period a day to work with students in need of assistance during an academic period. Classroom aides will be employed to go into classrooms and have pull out sessions with students in need of assistance. (Title I SW: 2,9) (Target Group: All) (CSFs: 1,4)</p>	<p>Classroom Teachers, Counselor(s), Principal(s)</p>	<p>weekly</p>	<p>(S)State Compensatory</p>	<p>Summative - 6 week grades, performance on benchmarks and STAAR tests.</p>

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- Goal 2.** Increase student achievement and student academic success for all students by strengthening educational programs in core areas with additional support for specific areas and targeted populations.
- Objective 3.** Provide targeted assistance for 6th Math and Reading, 8th grade social studies, and special education students in order to increase performance on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide lesson planning assistance in order to target high needs readiness and supporting standards. (CSFs: 1)	Core Subject Teachers, Curriculum/Special Programs Director, Principal(s)	each six weeks	(S)Local Funds	Lesson plans
2. Use regular benchmark assessments in order to track student performance and identify students in need of assistance. (Target Group: All) (CSFs: 1)	Core Subject Teachers, Curriculum/Special Programs Director, Principal(s)	each six weeks	(S)Local Funds	Benchmark results
3. Implement a STAAR lab which will provide one to one assistance for students with an emphasis on growth in math and reading. (Title I SW Elements: 2.2,2.4,2.5) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2)	Classroom Teachers, Core Subject Teachers, Counselor(s), Principal(s)	weekly		Summative -

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Goal 2. Increase student achievement and student academic success for all students by strengthening educational programs in core areas with additional support for specific areas and targeted populations.

Objective 4. Provide increased instructional time in all core areas in order to maintain and improve STAAR scores.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Restructure the master schedule to 8 period day providing additional minutes of instruction to each class period. (Target Group: All) (CSFs: 1)	Core Subject Teachers, Principal(s)	daily	(S)Local Funds	Formative - ELA and Reading Lesson Plans
2. Provide Reading lab periods for ELAR in order target struggling students. (Target Group: 7th) (CSFs: 1)	Core Subject Teachers	daily	(S)Local Funds	Summative - lesson plans

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Goal 3. Recruit, develop, and retain a well trained, motivated, and caring staff to assure a positive learning and work environment at Harleton Junior High.

Objective 1. Provide quality professional development opportunities for teachers and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide inexperienced teachers with professional development targeting classroom management, instructional strategies, and content development. (Title I SW: 3,4,5) (Target Group: All) (CSFs: 3,6,7)	Counselor(s), Curriculum/Special Programs Director, Principal(s)	monthly	(S)Local Funds	Formative - Feedback from ESC staff, Professional Development Certificates, TTESS evaluations
2. Provide regular meeting times with faculty in order to enhance their knowledge of instructional practice and students needs. (Title I SW: 3,4,5) (Target Group: All) (CSFs: 3,6,7)	Classroom Teachers, Counselor(s), Curriculum/Special Programs Director, Principal(s)	monthly	(S)Local Funds	Formative - Staff meeting sign in sheets and agendas
3. Provide and support professional development opportunities for all teachers in order to enhance their content and pedagogical knowledge. (Title I SW: 3,4) (Target Group: All) (CSFs: 7)	Counselor(s), Curriculum/Special Programs Director, Principal(s)	Monthly	(S)Local Funds	Formative - Professional Development Certificates
4. Partner with local universities and Regional Education Service Centers in order to attract the best pool of applicants for positions. (Title I SW: 5) (Target Group: All) (CSFs: 3,6,7)	Principal(s), Superintendent	Yearly	(S)Local Funds	Formative - TTESS evaluations of new hires, employment placements resulting from partnerships
5. Provide teachers with professional development opportunities through ESC 7 and local peer to peer mentoring in order to grow and retain effective staff members. (Title I SW: 4,5) (Target Group: All) (CSFs: 3,6,7)	Classroom Teachers, Curriculum/Special Programs Director, Principal(s)	Monthly	(S)Local Funds, (S)State Compensatory	Formative - Professional Development Certificates, mentoring records

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Goal 3. Recruit, develop, and retain a well trained, motivated, and caring staff to assure a positive learning and work environment at Harleton Junior High.

Objective 2. Provide and develop seamless programs through leveraging staff members across the district.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Coordinate schedules between campuses in order to utilize existing staff between junior high and high school. (Title I SW: 5) (Target Group: All) (CSFs: 3,6)	Principal(s)	Yearly	(S)Local Funds, (S)State Compensatory	Formative - Campus master schedules
2. Provide for vertical teaming in core areas and non-core areas in order to strengthen programs. (Title I SW: 1,2,4) (Target Group: All) (CSFs: 1,3,6,7)	Principal(s), Superintendent	Each 6 Weeks	(S)Local Funds	Formative - 6 week grades, minutes of teaming meetings

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- Goal 4.** Provide staff and students with highly qualified and supportive administrative leadership.
- Objective 1.** Provide staff and students of Harleton Junior High with highly qualified and supportive principal leadership.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. In order to be informed on educational issues impacting the junior high, the principal will participate in the Principal's Leadership Meetings at ESC 7, and other professional development opportunities deemed necessary. (Title I SW: 4) (Target Group: All) (CSFs: 3)	Principal(s), Superintendent	quarterly	(S)Local Funds	Formative - Professional Development Certificates, Principal Evaluation
2. Provide the staff with opportunities to connect data to the state accountability system. (Target Group: All) (CSFs: 2,3)	Principal(s)	Each 6 Weeks	(S)Local Funds, (S)State Compensatory	Formative - Meeting agendas, Data Analysis from assessments
3. Provide positive resources for students that focus on issues impacting the culture and climate of the campus such as drug abuse, bullying, cancer awareness, and character building. (Target Group: All) (CSFs: 3,6)	Classroom Teachers, Counselor(s), Principal(s)	Monthly	(S)Local Funds	Formative - Program participation rates, Discipline records
4. Provide staff with regular opportunities to provide feedback on day to day campus operations, campus programs, and issues affecting campus culture and climate through various means including staff meetings, surveys, and individual face to face meetings. (Title I SW: 1,2,10) (Target Group: All) (CSFs: 3,6)	Principal(s)	Monthly	(S)Local Funds	Formative - Meeting agendas and sign in sheets

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Goal 5. Create positive parent and community partnerships through multiple means of communication and cooperation to support the district's mission.

Objective 1. Encourage family and community involvement through various opportunities to support the mission of Harleton Junior High.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus will host a "Meet the Teacher" event at the beginning of the school year to provide parents with an opportunity to meet their child's teachers. (Title I SW: 6) (Target Group: All) (CSFs: 5)	Classroom Teachers, Counselor(s), Principal(s)	August	(S)Local Funds	Formative - Parent sign in sheets
2. Host informative meetings regarding campus happenings for parents and community members at Harleton Junior High. (Title I SW: 6) (Target Group: All) (CSFs: 3,5)	Principal(s)	Each Semester	(S)Local Funds	Formative - Participation data and sign in sheets
3. Harleton Junior High will partner with parents and community members to sponsor educational school and field based experiences for students. (Title I SW: 6) (Target Group: All) (CSFs: 5)	Classroom Teachers, Counselor(s), Principal(s)	Each semester	(S)Local Funds	Formative - Student participation in school and field based experiences.

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Goal 5. Create positive parent and community partnerships through multiple means of communication and cooperation to support the district's mission.

Objective 2. Promote and strengthen positive parent and community relationships, and enhance trust through the use various methods of communication.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus staff will use the district website, Facebook, and school wide messenger applications as means of providing families and community members with up to date information concerning school operations, current events, and general announcements. (Title I SW: 6) (Target Group: All) (CSFs: 5,6)	Classroom Teachers, Counselor(s), Principal(s)	weekly	(S)Local Funds	Formative - Parent and community surveys, and feedback
2. Student progress reports will be distributed at the end of the third week of each six week grading period. (Target Group: All) (CSFs: 5)	Classroom Teachers, Principal(s)	each six weeks	(S)Local Funds	Formative - Progress reports
3. Parents will have access to their student's grades and attendance reports at any time through the use of an online portal in Skyward. (Title I SW: 6) (Target Group: All) (CSFs: 5)	Classroom Teachers, Director of Technology, Principal(s)	daily	(S)Local Funds	Formative - Parental feedback, surveys
4. Teachers will be available for and promote parent-teacher conferences. (Title I SW: 6) (Target Group: All) (CSFs: 5)	Classroom Teachers, Counselor(s), Principal(s)	Weekly	(S)Local Funds	Formative - Record of Teacher-Parent contact, Teacher evaluations
5. The staff of Harleton Junior High will communicate, encourage, support, and celebrate student success by sending positive postcards to parents/guardians of students and recognizing students with positive office referral and student of the month. (Title I SW: 6) (Target Group: All) (CSFs: 5,6)	Classroom Teachers, Counselor(s), Principal(s)	weekly	(S)Local Funds	Formative - Record of referrals and recognitions

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Goal 6. Provide well-maintained instructional and support facilities, while providing a safe, secure and disciplined but supportive learning environment for students and staff.

Objective 1. The staff of Harleton Junior High will respond to crisis situations in an organized and professional manner.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Coaches and appropriate staff will be trained in CPR and first aid. (Target Group: All) (CSFs: 6)	Curriculum/Special Programs Director, Principal(s)	August	(S)Local Funds	Formative - Professional Development Certificates
2. A team of staff members at Harleton Junior High will receive restraint training. (Target Group: All)	Classroom Teachers, Curriculum/Special Programs Director, Principal(s)	August	(S)Local Funds	Formative - Restraint Training Certifications
3. The staff of Harleton Junior High will review the procedures in the Emergency Operations Plan. (Target Group: All) (CSFs: 6)	Classroom Teachers, Counselor(s), Principal(s)	August	(S)Local Funds	Formative - Staff evaluations, surveys
4. Harleton Junior High will conduct monthly (or time appropriate) safety drills: fire, tornado, intruder, and shelter-in-place. (Target Group: All) (CSFs: 6)	Classroom Teachers, Counselor(s), Principal(s)	Monthly	(S)Local Funds	Formative - Documentation of drills

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Goal 6. Provide well-maintained instructional and support facilities, while providing a safe, secure and disciplined but supportive learning environment for students and staff.

Objective 2. All students will be educated in learning environments that are safe, drug-free, conducive to learning, and stress healthy lifestyle choices.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Coaches and physical education teachers will be trained to administer the appropriate components of the Fitness Gram to students, report results and promote healthy lifestyle habits. (Target Group: All)	Classroom Teachers, Principal(s)	Spring 2019	(S)Local Funds	Formative - Record of Fitness Gram participation
2. Students will observe Red Ribbon Week and participate in Red Ribbon activities. (Target Group: All) (CSFs: 6)	Classroom Teachers, Counselor(s), Principal(s)	October	(S)Local Funds	Formative - Participation rate in activities
3. Harleton Junior High will make available programs, school counseling services, and reporting mechanisms for students related to bullying. (Target Group: All) (CSFs: 6)	Classroom Teachers, Counselor(s), Principal(s)	Daily	(S)Local Funds	Formative - Evaluation of discipline referrals, counseling referrals, reported referrals
4. Harleton Junior High will monitor students' activities through use of personnel, video cameras, and computer tracking means when and where appropriate to ensure student safety and a healthy environment. (Target Group: All) (CSFs: 6)	Classroom Teachers, Counselor(s), Principal(s)	Daily	(S)Local Funds	Formative - Incident reports, discipline referrals
5. In order to promote an orderly learning environment, Harleton Junior High will implement a discipline management plan that provides guidelines for consequences by taking into account the offending behavior of the student as well as the number of offenses. (Target Group: All) (CSFs: 6)	Board of Trustees, Classroom Teachers, Counselor(s), Principal(s), Superintendent	Daily	(S)Local Funds	Incident reports, referrals, teacher surveys

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Goal 6. Provide well-maintained instructional and support facilities, while providing a safe, secure and disciplined but supportive learning environment for students and staff.

Objective 3. The staff of Harleton Junior High will recognize and reward positive behaviors and traits of students in an effort to improve the overall climate and culture of the campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The staff of Harleton Junior High will recognize and reward students with "positive office referrals" for good deeds and exemplary efforts not related to academic performance. (Title I SW: 2) (Target Group: All) (CSFs: 6)	Classroom Teachers, Principal(s)	monthly	(S)Local Funds	Summative - Positive Office Referral data.
2. The staff of Harleton Junior High will recognize a "student of the month" for exemplary academic and leadership efforts at monthly school board meetings. (Target Group: All) (CSFs: 6)	Board of Trustees, Classroom Teachers, Principal(s), Superintendent	monthly	(O)Local Districts	Summative - nominations for student of the month
3. The staff of Harleton Junior High will recognize exemplary efforts and character with "Positive Postcards" mailed home to parents of students. (Target Group: All) (CSFs: 6)	Classroom Teachers, Principal(s)	monthly	(O)Local Districts	Summative - postcards mailed home
4. The staff of Harleton Junior High will provide students with the opportunity to earn at least one student level incentive activity each semester of the school year. (Target Group: All) (CSFs: 6)	Classroom Teachers, Principal(s)	each semester	(S)Local Funds	Summative - participation in student incentives.