

# Buna Junior High School



Campus Improvement Plan  
2016-2017

Buna Junior High  
 CAMPUS IMPORVEMENT PLAN  
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 2016 – 2017

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**Buna Junior High School**  
**CAMPUS EDUCATION IMPROVEMENT COUNCIL**  
***2016 - 2017***

<b>Name</b>	<b>Position</b>
Amber Flowers	Principal
Lacey Girola	Counselor
Burnis Whitmire	Community Rep.
Mike Keeler	Community Rep.
Amy Peterson	Parent Rep.
Alex DeRouen	Parent Rep.
WC Cole	Business Rep.
Tonya Marks	Business Rep.
Debbie Kibodeaux	CPC Chairperson/Elected Teacher
Heather Brown	Elected Teacher

# BUNA INDEPENDENT SCHOOL DISTRICT MISSION STATEMENT

The development of social and academic skills which assure all students the opportunity to become productive members of our democratic society is the primary mission of the Buna Independent School District. The belief that all students can learn is integral to accomplishing this mission.

## GOALS PROCESS FOR SCHOOL IMPROVEMENT

Each year, the district and campuses are involved in the school improvement process, and a considerable amount of time and effort goes into producing, monitoring, and evaluating goals. Determining where we need to improve and focusing on those areas are the important parts of the goals process.

Collecting input for areas of campus and district improvement involves our administrators, teachers, parents, support staff, and the Board of Trustees. In following our annual process, we arrive at a completed set of goals that helps provide focus for school improvement and student success.

Our schools set high goals: it would not be conducive to school improvement to have goals, which only reinforce the status quo or which present easily attainable results. We may not achieve all our goals, but we will focus our professional efforts on these priority areas for achievement.

# PUBLIC EDUCATION MISSION, OBJECTIVES AND GOALS

## TEC Sec. 4.001. PUBLIC EDUCATION MISSION AND OBJECTIVES

<b>OBJECTIVE 1:</b>	Parents will be full partners with educators in the education of their children.
<b>OBJECTIVE 2:</b>	Students will be encouraged and challenged to meet their full educational potential.
<b>OBJECTIVE 3:</b>	Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
<b>OBJECTIVE 4:</b>	A well-balanced and appropriate curriculum will be provided to all students.
<b>OBJECTIVE 5:</b>	Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society.
<b>OBJECTIVE 6:</b>	Qualified and highly effective personnel will be recruited, developed, and retained.
<b>OBJECTIVE 7:</b>	The state's students will demonstrate exemplary performance in comparison to national and international standards.
<b>OBJECTIVE 8:</b>	School campuses will maintain a safe and disciplined environment conducive to student learning.
<b>OBJECTIVE 9:</b>	Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.
<b>OBJECTIVE 10:</b>	Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

## TEC Sec. 4.002. PUBLIC EDUCATION ACADEMIC GOALS

<b>GOAL 1:</b>	The students in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
<b>GOAL 2:</b>	The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
<b>GOAL 3:</b>	The students in the public education system will demonstrate exemplary performance in the understanding of science.
<b>GOAL 4:</b>	The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

# Title 1 Part A

## *ESSENTIAL COMPONENTS OF SCHOOL-WIDE PROGRAMS*

The very purpose of a school wide program is to upgrade the entire educational program of the school in order to raise the achievement of the lowest-achieving students (ESEA section 1114).

A comprehensive schoolwide plan must include strategies for -

- meeting the educational needs of historically underserved populations (ESEA section 1114(b)(1)(B)(ii)(iii)); and
- Addressing the needs of all students but particularly the needs of low-achieving students and those at risk of not meeting the State's standards who are members of the target population of any program included in the schoolwide plan (ESEA section 1114(b)(1)(B)(iii)(I)).

A schoolwide program school must provide effective, timely additional assistance to students who experience difficulty mastering the State's academic achievement standards (ESEA section 1114(b)(1)(I)).

An LEA must ensure that each school wide program school receives a basic level of funds or resources from non-Federal sources to provide services that are required by law for students with disabilities and English Learners before using Title I funds in the school (ESEA section 1114(a)(2)(B)).

An LEA operating a schoolwide program must comply with all other applicable laws, including: civil rights laws; laws affecting the education of English Learners; and laws affecting the education of students with disabilities, such as the IDEA and Section 504 of the Rehabilitation Act of 1973.

If a schoolwide program school consolidates Federal funds, it must ensure that it meets the intent and purposes of each Federal program whose funds it consolidates (ESEA section 1114(a)(3)(C)).

Before a schoolwide program school may consolidate Title I, Part C Migrant Education Program (MEP) funds, it must, in consultation with migrant parents, an organization representing those parent<;, or both, first meet the unique educational needs of migrant students that result from the effects of their migratory lifestyle, and those other needs that are necessary to permit these students to participate effectively in school. The school also must document that these needs have been met (ESEA section 1306(b)(4)).

Before a schoolwide program school may consolidate Title VII, Part A, Subpart 1 Indian Education Program funds, the LEA's parent committee must approve the inclusion of those funds (ESEA section 7115(c))A comprehensive needs assessment of the entire school (including taking into account the needs of migratory children) that is based on information on the performance of children in relation to the state content and student performance standards.

# BUNA JR. HIGH SCHOOL

## NEEDS ASSESSMENT DATA

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### 2015 – 2016 TAPR REPORT

STAAR % Passing Sum of 6 – 8	All Students	African American	Hispanic	White	Eco. Dis.
Reading	69%	33%	75%	70%	56%
Mathematics	67%	40%	75%	68%	50%
Writing	60%	*	*	60%	48%
Science	64%	*	*	65%	48%
Soc. Studies	44%	*	*	44%	30%
Attendance Rate (6-8) 2014-15	95.9%	96.6%	96.8%	95.9%	95.1%
Drop Out Rates (7-8) 2014-2015	0%	0%	0%	0%	0%

## 2015-16 Texas Academic Performance Report

District Name: **BUNA ISD**

Campus Name: **BUNA J H**

Campus Number: **121903041**

2016 Accountability Rating: **Improvement Required**

# GOALS PROCESS FOR SCHOOL IMPROVEMENT

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Each year, the district and campuses are involved in the school improvement process, and a considerable amount of time and effort goes into producing, monitoring, and evaluating goals. Determining where we need to improve and focusing on those areas are the important parts of the goals process.

Collecting input for areas of campus and district improvement involves our administrators, teachers, parents, support staff, and the Board of Trustees. In following our annual process, we arrive at a completed set of goals that helps provide focus for school improvement and student success.

Our schools set high goals: it would not be conducive to school improvement to have goals, which only reinforce the status quo or which present easily attainable results. We may not achieve all our goals, but we will focus our professional efforts on these priority areas for achievement.

# Buna Independent School District

## DISTRICT GOALS

### 2016 - 2017

GOAL	DESCRIPTION
I. Student: Curriculum, instruction, and assessment alignment	Ensure continued improvement in student learning, with emphasis on both post-secondary and career readiness. House Bill 5 requirements will be evaluated and guidance staff will communicate the curriculum and assessment requirements to students and parents. K-12 course offerings will be evaluated each year to ensure student success. Instructional technology will be utilized and staff will be trained to enhance student learning and the District Technology Plan will be updated annually.
II. Leadership	District leadership will be focused on a quality instructional program and the importance of education within the community. Buna ISD will promote a culture of excellence, through high expectations and accountability for students, faculty and staff.
III. Community Relations	The school will promote and support Cougar pride and tradition. The district will work with all stakeholders to determine the needs and priorities of our students to make Buna ISD the district of choice. Each year, the school will conduct a survey to measure and improve community engagement.
IV. Operations	Fiscal Goal - Buna ISD will be efficient managers of all district revenues by targeting expenditures through careful planning and goal setting strategies. Student and staff safety will continue to be a priority in the design and usage of all facilities. Preventive maintenance will be stressed to maximize the life of existing facilities and to be good stewards of taxpayer dollars.
V. Personnel	Actively recruit highly qualified professionals for all areas, with an emphasis on strategies to retain effective employees. Staffing and programs will reflect student enrollment and professional development will be designed and delivered to ensure quality instruction.

# BUNA JR. HIGH SCHOOL CAMPUS IMPROVEMENT PLAN GOALS 2016 - 2017

<b>GOAL 1</b>	Continue to provide emerging technology resources to support professional development activities and technology infusion efforts to prepare each and every student to be post-secondary ready and contributing members of a democratic society.	
<b>GOAL 2</b>	Ensure continued improvement in student learning, with emphasis on both post-secondary and career readiness.	
	Objective 1	Well-balanced Curriculum; STAAR
	Objective 2	Attendance
	Objective 3	Drop-out rate
<b>GOAL 3</b>	Facilities will be provided that are supportive of a quality instructional program and represent the importance of public education within the community.	
<b>GOAL 4</b>	Promote and support district unity through the fostering of spirit, pride, character, communication and tradition of excellence in both the school and community.	
<b>GOAL 5</b>	Buna ISD will be efficient managers of all district revenues by targeting expenditures through careful planning and goal setting strategies.	
<b>GOAL 6</b>	Actively recruit highly qualified professionals for all areas and with an emphasis on strategies to retain effective employees.	

**GOAL I: DIGITAL LEARNING: INTEGRATION OF TECHNOLOGY** - Continue to provide emerging technology resources to support professional development activities and technology infusion efforts to prepare each and every student to be post-secondary ready and contributing members of a democratic society.  
 STATE GOAL: 1,2,3,4 BOARD GOAL: 2,4,5

OBJECTIVE: 1. The staff will integrate technology into curriculum and instruction for all programs.  
 STATE OBJECTIVE: 2,3,4,8,9,10

E.S.E.A. 1,2

Strategies	Time Line	Person(s) Responsible	Resources	Formative	Summative
Information will be disseminated via the school/teacher web pages	2016 - 2017	Technology Director Administrators and Staff	Local Funds	Action Plan	Survey
Review and revise the campus/district technology plan	Fall/Spring 2016 - 2017	Technology Director Technology Committee Principals	Technology Plan	Review district's technology plan.	Revised plan
Provide computers and software that assists in student learning and are aligned with the Texas Essential Knowledge and Skills (TEKS). Universal Screeners and Rtl. Accelerated Reader Program, Accelerated Math Program, Learning.com, Lexia, Study Island –Science, Science Starters, Think Through Math, Istation, Star Math and PEG Writing	2016 - 2017	Principals Counselors Teachers	Locals Funds Technology Funds Grant Funds – TIF/TIE	Grant Evaluations Review campus Programs	Increase State Assessment scores
Teachers complete annual technology survey	2016 - 2017	Technology Director/Teachers	Technology dept.	Report	Technology plan
Staff & students understand acceptable use of district technology	2016 - 2017	Administrators Teachers	Acceptable Use Agreements	Signed Agreements	Proper usage
Technology Staff Development	2016 - 2017	Technology Director, Administrators, Teachers	Learning.com, TEKS, Local Funds, IMA	Aligned curriculum Document, program use logs and reports	Student success. Each Classroom is technologically equipped for teaching
Vertically and horizontally aligned technology curriculum; integration of 21 <sup>st</sup> Century Skills into the curriculum	2016 - 2017	Technology Director Administrators Teachers	Learning.com, TEKS, Local Funds, IMA	Aligned curriculum Document, program use logs/reports	Student success. Each classroom is technologically equipped for teaching.
Campus Technology Replacement Plan	2016 - 2017	Technology Director	Locals Funds	Needs Assess.	Tech. Plan
Bring Your Own Device student participation with teacher approval; classroom devices available	2016 - 2017	Technology Committee Administrators Teachers	IMA Local funds	Action plan Needs assessment	Feedback from teachers, usage reports

**GOAL II: STUDENT: CURRICULUM, INSTRUCTION, AND ASSESSMENT ALIGNMENT** - Ensure continued improvement in student learning, with emphasis on both post-secondary and career readiness. STATE GOAL:1,2,3,4

**OBJECTIVE: 1.** We will effectively deliver a rigorous and relevant curriculum using technology, assessment data, and other effective instructional strategies to engage all learners in meaningful learning experiences.  
STATE OBJECTIVE: 1,2,3,4,5,6,7,9,10

E.S.E.A: 1,2,3,5

Strategies	Time Line	Person(s) Responsible	Resource	Formative	Summative
Staff will participate in staff development activities designed to improve instruction delivery. Planning time will also be provided for teachers to plan together each six weeks	2016 - 2017	Teachers Administrators	Local Funds Special Ed. Funds Region 5 Title funds	Attendance at sessions; T-Tess goals	Sign-in sheets Workshop Evaluations Certificates of Participation
Implement and utilize AWARE to disaggregate and analyze STAAR and Benchmark individual and group scores in order to better meet the student's instructional need	2016 - 2017	Teachers Administrators Vertical Team Department Heads	Region 5 Local Funds	Development and implementation of assessments	Student results Meet with principals to analyze data
Increase achievement in math and science with emphasis placed on continuing the strategies for at-risk, special education, and economically disadvantaged students	2016 - 2017	Teachers Administrators	Study Island Science Starters TTM TEKS Resource System	Needs Assessment	Mastery of TEKS Mastery of STAAR objectives
Implement cross curricular instruction with emphasis placed on improving writing skills	2016 – 2017	Teachers Administrators Department Heads	Region 5 PEG writing	Student involvement, needs assessment	Student success
Implement an increased rigor of instruction and increase achievement in Reading	2016 -2017	Teachers Administrators	Study Island	Needs Assessment	Mastery of TEKS Mastery of STAAR objectives
Improve Response to Intervention (Rtl) Program/Universal Screening all students on campus.	2016 - 2017	Teachers Administrators	Local Funds Istation STAR Math Compass Learning Study Hall Time	Implementation plan	Universal screening data Progress monitoring data Student folders
Maintain the rigor and complexity of instruction delivery and assure that curriculum engages all learners by incorporating technology enriched curriculum, individualized reading, mathematics, science, and writing programs that are aligned with	2016 - 2017	Teachers Administrators	Local Funds Software programs Technology equipment TEKS Resource System	Needs Assessment	Review the pre and post assessment data of students.

**GOAL II: STUDENT: CURRICULUM, INSTRUCTION, AND ASSESSMENT ALIGNMENT** - Ensure continued improvement in student learning, with emphasis on both post-secondary and career readiness. STATE GOAL:1,2,3,4

OBJECTIVE: 1. We will effectively deliver a rigorous and relevant curriculum using technology, assessment data, and other effective instructional strategies to engage all learners in meaningful learning experiences.  
STATE OBJECTIVE: 1,2,3,4,5,6,7,9,10

E.S.E.A: 1,2,3,5

Strategies	Time Line	Person(s) Responsible	Resource	Formative	Summative
The Texas Essential Knowledge and Skills (TEKS)					
Morning Tutorial Program	2016 - 2017	Counselor and Administrators Teachers	Local Funds Compensatory Funds	3 week and 6 week grades and CBAs	CBAs, Report card grade, STAAR results
Study Hall implemented for intervention and enrichment	2016 – 2017	Administrators Counselor Teachers	Student Scheduling	Needs Assessment	Student success
Implementation of new textbooks to increase student success in Language Arts	2016- 2017	Administration Teachers	IMA funds	CBA data, student involvement	Student success
Listening Lab (for 504 and SpEd students needing oral reading assistance)	2016 - 2017	Administrator Teachers Paraprofessionals	Local Funds	Implementation plan	Needs assessment; student success
Summer School -Texas Success Program for 8 <sup>th</sup> Grade students not meeting standard on state assessment and for 6 <sup>th</sup> , 7 <sup>th</sup> , and 8 <sup>th</sup> graders needing credit	2016 - 2017	Teachers Counselor Administrators	Local Funds	Completed Plans/needs assessment	Student raw data STAAR results 8 <sup>th</sup> Grade promotion
State Assessment Information given to parents	2016 - 2017	Administrator Teachers	Student Handbook SSI brochures	Presentation plan Letters mailed home/sent home with students	Agendas, sign-in sheets
Students will receive long-term academic counseling in regard to higher education/career planning. Students will be counseled in the selection of course sequencing	Spring 2017 Grades 6-8	Counselor Teachers Administrators	Curriculum Handbooks Local funds Texas 21 Program	Identify course offerings, college week activities	Personal graduation plans, student registration
Continue Walkthroughs	2016 - 2017	Administrators	Local Funds Walkthrough 360	Meaningful feedback to teachers	Improved instruction Student success
Goal setting through T-Tess	2016 – 2017	Administration Teachers	Eduphoria Professional	Meaningful collaboration with	Teacher evaluations

**GOAL II: STUDENT: CURRICULUM, INSTRUCTION, AND ASSESSMENT ALIGNMENT** - Ensure continued improvement in student learning, with emphasis on both post-secondary and career readiness. STATE GOAL:1,2,3,4

OBJECTIVE: 1. We will effectively deliver a rigorous and relevant curriculum using technology, assessment data, and other effective instructional strategies to engage all learners in meaningful learning experiences.  
STATE OBJECTIVE: 1,2,3,4,5,6,7,9,10

E.S.E.A: 1,2,3,5

Strategies	Time Line	Person(s) Responsible	Resource	Formative	Summative
			development	administration	
Continue Vertical and Horizontal Planning Activities – Work days	2016 - 2017	Administrator Teachers	Local Funds	Sign-in sheets/agendas	Vertically aligned curriculum and instruction
Dyslexic students will be served in pull-out instructional programs; Study Hall	2016 - 2017	Administrators Dyslexic teacher	Local Funds Lexia Computer Program	Needs assessment	6 weeks checks on students/review of program annually
Provide a Gifted and Talented Program. Ensure teachers have required professional development	2016 - 2017	Counselor GT&AP Teachers	Local Funds G/T Funds Local Funds	Needs assessment	Six week check on students Annual review of the program
Provide Special Education Services to support identified students	2016 - 2017	Sp. Ed. Director Administrators Sp Ed teachers	Federal Funds Local Funds	Committee complete action items	6 weeks checks on students/review program annually
Inclusion in practice in classrooms Look to use certified teachers as inclusion aides.	2016 - 2017	Sp. Ed. Director Administrators Teachers Staff	Sp. Ed. Funds	Sign in sheets Master Schedule Paraprofessional schedule	Increase number of students in inclusion Student success
Rtl teams will meet regularly	2016 - 2017	Administrators	Local Funds	Needs Assessment	Agenda and sign-in sheets
CIT committee to identify needs for improvement	2016 – 2017	Committee members – PSP, DCSI, principal, teachers	Local Funds	Needs Assessment	STTAR results and State Accountability

**GOAL II: STUDENT CURRICULUM, INSTRUCTION, AND ASSESSMENT ALIGNMENT** - Ensure continued improvement in student learning, with emphasis on both post-secondary and career readiness. STATE GOAL:1,2,3,4

OBJECTIVE 2: The student attendance will be at least 98% overall

STATE OBJECTIVE: 5

E.S.E.A: 5

Strategies	Time - Line	Person(s) Responsible	Resources	Formative	Summative
Monitor student attendance: Pursue legal remedies on students in violation of the compulsory attendance law	Weekly	Truant Officer Administrators	Local Funds Attendance clerk Attendance reports	Monitor 6 week reports	Review daily summary sheet of absences. Class count records
Parent awareness of mandatory attendance: Communicate with parents regarding ongoing attendance patterns relating to attendance laws, student achievement, and funding	2016 - 2017	Campus administration	Student handbook Local fund	Student handbook	Improved attendance
Communicate to parents by phone and mail about students with excessive absences.	Daily	Campus administration	Local	Document Calls and Letters to parents	District attendance 98%
Continue attendance incentives (\$50.00 to one student in each grade level, drink coupons for snack bar, \$5.00 weekly Sonic gift cards, classroom awards)	2016 - 2017	Principals Site-Based Committee	Community Local funds Businesses	Incentive plan	Review attendance report for the year.
Alert district security officer to help in dealing with attendance issues.	2016 - 2017	Principal Attendance Clerk	Local Funds	Monitor campus attendance rates each six weeks	Increased attendance
Campus Attendance Committee in place	2016 - 2017	Administrators	Local Funds	Plan/Committee Members	Increased student attendance

**GOAL II: STUDENT CURRICULUM, INSTRUCTION, AND ASSESSMENT ALIGNMENT** - Ensure continued improvement in student learning, with emphasis on both post-secondary and career readiness. STATE GOAL:1,2,3,4

OBJECTIVE: 3. Buna JH will maintain a dropout rate of 0% for all students.

STATE OBJECTIVE: 2, 3, 4, 6, 8, 9,10

E.S.E.A: 1, 2, 3

Strategies	Time - Line	Person(s) Responsible	Resources	Formative	Summative
Implement accelerated education programs to reduce the drop-out rate.	2016 - 2017	Administrators	State Compensatory Funds Local Funds Credit Recovery Course	Needs assessment	Review the number of dropouts in grades 7 – 8 semi-annually
Continue the Optional Extended Year Program for grades 6- 8	Summer 2017	Administrators	Optional Extended Year Local Funds	Needs assessment	Review summer school student's progress on STAAR.
Continue "Sex Can Wait" program for 6-8 grade	Spring 2017	Nurse, Counselor Administrators	Curriculum Local Funds	Presentation/study materials	Increased graduation rate
Support the Pregnancy, Education and Parenting Program (P.E.P.)	2016 - 2017	Campus Nurse	PEP Funds Local Funds	Needs assessment	Review the counseling records. Increased graduation rate
Continue Disciplinary Alternative Education Program	2016 - 2017	Administrators	State Compensatory Fund	Review guidelines	Review students assigned to DAEP
Provide parents information on classes available in grades 6-12 and begin dialogue on post high school expectation; Career portals class	2016 - 2017	Administrators Counselors	Local Funds Texas 21 Program	Curriculum handbook	Reduction in drop-out PGP
Transitioning activities for students promoted to High School and coming from Elementary	2016 - 2017	Administrators Counselors Teachers	Local Funds	Campus planning committee	Documentation of activities

**GOAL III: LEADERSHIP** - Facilities will be provided that are supportive of a quality instructional program and represent the importance of public education within the community. STATE GOAL: 1,2,3,4

**OBJECTIVE: 1.** Buna JH will continue to improve prevention of and education concerning unwanted physical and verbal aggression, sexual harassment, and other forms of bullying in school, on school grounds, and in school vehicles. Facilities will be provided that are a safe and secure environment for students and staff. Reference state objective # 8.

E.S.E.A: 4

Strategies	Time - Line	Person(s) Responsible	Resources	Formative	Summative
Address discipline measures to prevent unwanted aggression in Code of Conduct and Student Handbooks	2016 - 2017	Principals	Code of Conduct	Review of discipline records.	Reduction in discipline referral
Educate students about unwanted aggression	2016 - 2017	Principals Teachers	Local Funds	Number of referrals on unwanted aggression.	Reduction in referrals.
Crisis Intervention (CIP) training of Sp. Ed. and other needed personnel	2016 - 2017	Administrators/Teachers	Local Funds Sp. Ed. Funds	Observation	Certificate of Completion
Train teachers/staff in recognizing and dealing with students involved in unwanted aggression.	2016 - 2017	Administrators	Title II	Decrease in referrals and bullying incidents	Certificates of Completion
Character Development Program	2016 - 2017	Administrators Counselors Teachers	Local	Observation Duty schedules	Student Participation
Ensure that teachers/staff are on duty in common areas and hallways while students are at lunch, changing classes, etc.	2016 - 2017	Principals/Teachers/Staff	Staff/duty roster	Follow plan and procedures	Reduce Discipline referrals
Follow district plan to address bullying/sexual abuse/dating violence/harassment	2016 - 2017	Administrators/Counselors	Local Funds	Handbook information	Plan on district website
Participation in Drug prevention activities	2016 - 2017	Administrators Counselors Teachers Student Council	Local Funds	Documentation of activities Red ribbon week act.	No drugs
Meetings with targeted students	2016 – 2017	Administration	Code of Conduct	Observation	Reduction in discipline referrals
Safety drills practiced/emergency plans in place	2016 - 2017	Administrators	Local Funds	Agendas, log of drills, plan	Web site

**GOAL III: LEADERSHIP** - Facilities will be provided that are supportive of a quality instructional program and represent the importance of public education within the community. STATE GOAL: 1,2,3,4

**OBJECTIVE: 1.** Buna JH will continue to improve prevention of and education concerning unwanted physical and verbal aggression, sexual harassment, and other forms of bullying in school, on school grounds, and in school vehicles. Facilities will be provided that are a safe and secure environment for students and staff. Reference state objective # 8.

E.S.E.A: 4

Strategies	Time - Line	Person(s) Responsible	Resources	Formative	Summative
Bullying Prevention Activities	2016 - 2017	Administrators/Counselors/ Teachers/Student Council	Local Funds	Action plan/needs assessment/bullying awareness week activities/signed pledges	No bullying
Child Sexual Abuse Prevention Training	2016 – 2017	Principals/Teachers/Staff	TEA	Documentation	Certificates of Completion

**GOAL IV: COMMUNITY RELATIONS** - Promote and support district unity through the fostering of spirit, pride, character, communication and a tradition of excellence in both the school and community. STATE GOAL:1,2,3,4

OBJECTIVE: 1. The staff will encourage parental and community involvement in the schools.  
STATE OBJECTIVE: 1

E.S.E.A.:1,2,5

Strategies	Time - Line	Person(s) Responsible	Resources	Formative	Summative
An open door policy will be maintained to provide patrons easy access to administration	Daily	Administrators	Local Funds	Survey	Review the number of parent conferences
Continue to conduct Open House/orientation activities on each campus that introduces staff, programs and facilities.	Fall 2016	Principals	Local Funds - Activity	Action plan	Review sign-in sheets
On-going communications with local media and businesses to support campus programs	2016 - 2017	Administrators	Web site Facebook	Articles in local paper	Survey
Parent conferences to maintain student success; conference day on staff work day	2016 - 2017	Administrators Teachers	Conference time	Review of counselor records. Conference documentation	Sign-in sheets, meeting notes
Campus improvement committees will allow parental and community involvement	2016 - 2017	Administrators	Site base membership	Site Base rosters	Action Plan
District website: parent friendly offering Parent Portal, Lunch Money Now	2016 - 2017	Administrators/teachers	Local Funds	Action plan	Survey parents
Continue Parent/Teacher positive home contact	Fall 2016	Teachers	Parent contact information	Documentation	Teacher survey
Parent nights including band concert, science fair, art fair	2016 -2017	Administration Teachers	Local Funds	Documentation	Parent attendance

**GOAL V: OPERATIONS:** Fiscal Goal—Buna ISD will be efficient managers of all district revenues by targeting expenditures through careful planning and goal setting strategies. STATE GOAL:

**OBJECTIVE:** 1. All indicators in the Financial Integrity System of Texas and receive a rating of Superior. Expenditures will be targeted through careful planning and goal setting strategies.

STATE OBJECTIVE: 9

E.S.E.A.:4

Strategies	Time - Line	Person(s) Responsible	Resources	Formative	Summative
Use the budget planning cycle to plan for needs in the present and future	2016 - 2017	Administrators	Budget Documents	Calendar	Completed budget
Utilize facilities to capacity	2016 - 2017	Administrators	Expenditure data Region 5 ESC	Needs assessment	Building usage report
Educate faculty and staff members to the need for conservation efforts in relationship to energy conservation	2016 - 2017	Administrators Faculty Staff	TEA Reports TASB	Action Plan	Reduction in Electricity usage
Efficient managers of all revenues by targeting expenditures	2016 - 2017	Administrators	AEIS Reports	Goal Setting	Strategic Plan
Identify plan to balance budget	2016 - 2017	Administrators	TeXIS	Report to Board	August 2013 balanced budget

**GOAL VI: PERSONNEL** - Actively recruit highly qualified professionals for all areas and with an emphasis on strategies to retain effective employees. **STATE GOAL:1,2,3,4**

OBJECTIVE: 1. Buna JH will recruit and retain the best highly qualified staff.

STATE OBJECTIVE: 5

E.S.E.A.: 3

Strategies	Time – Line	Person(s) Responsible	Resources	Formative	Summative
Campus administrator will provide highly qualified documentation on each teacher	2016 - 2017	Principal	HQ forms from TEA	Needs assessment	HQ documentation
Employee Recognition Program (Chosen Cougar)	2016 - 2017	Administrators	Local Funds	Needs Assessment	Increase teacher retention
Conduct recruitment activities, such as participation in Job Fairs, maintain an active web page of current job openings, employment procedures	2016 - 2017	Administrators	Title II Funds	Needs assessment	Administrative guidelines, web site, register for job fairs, such as, Lamar
New Teachers assigned Mentor Teacher	2016 - 2017	Administrators, teachers	Training materials/support	Needs Assessment	Documentation of meetings/trainings
Professional development opportunities for new teachers	2016 – 2017	Administration Teachers	Teacher Region 5	Needs Assessment	Certificates
Professional development opportunities for inclusion aides	2016 – 2017	Administration	Teachers Administration	Needs Assessment	Certificates
Recruit certified teachers for inclusion	2016 – 2017	Administration	Administration Region 5	Needs Assessment	HQ documentation

## GLOSSARY OF EDUCATIONAL ACRONYMS

ACT	<p><u>The ACT Assessment®</u> is designed by ACT, Inc. (<a href="http://www.act.org">http://www.act.org</a>) to assess high school students' general educational development and their ability to complete college-level work. The examination covers four academic skill areas: English, Mathematics, Reading, and Science Reasoning.</p> <p>Participation in and performance on the ACT are indicators in the Texas public school Academic Excellence Indicator System.</p>
AEIS	<p><u>Academic Excellence Indicator System</u></p> <p>The AEIS reports, published each year by the Texas Education Agency, pull together a wide range of information on the performance of students in each school and district in Texas every year. These reports are posted online on the Texas Agency Education website in the fall.</p>
AP	<p><u>Advanced Placement</u></p> <p>The Advanced Placement Program® is a cooperative educational endeavor between secondary schools and colleges and universities. It provides high school students with the opportunity to take college-level courses in a high school setting. Students who participate in the Program not only gain college-level skills, but in many cases they also earn college credit while they are still in high school. Typically, courses and examinations are taken by 11th and 12th grade students.</p>
ARD	<p><u>Admission, Review, and Dismissal Committee</u></p> <p>The admission, review and dismissal committee is composed of a student's parent(s) or student, and school personnel who are involved with the student. The ARD committee determines a student's eligibility to receive special education services and develops the individualized education program for the student.</p>
ELL/ESL	<p><u>English Language Learner/English as a Second Language</u></p> <p>Students whose native language is other than English</p>
ESC	<p><u>Education Service Center</u></p> <p>There are twenty service centers that serve the Texas educational needs. Education service centers are a non-regulatory agency that collaborate and serve schools. Education Service Centers serve as a liaison between the Texas Education Agency and the local schools districts and the schools they serve by disseminating information, conducting training and consultation for both federal and state programs. The Education Service Center for our region is ESC V located in Beaumont/Silsbee.</p>

LPAC	<p><u>Language Proficiency Assessment Committee</u></p> <p>The Language Proficiency Assessment Committee is responsible for assuring that each student who speaks a language other than English in our schools is provided a language support program that best meets the needs of that student. LPAC committees are composed of administrators, teachers, and the parent of a limited English Proficient student. The LPAC serves as the students’ advocate to make certain they receive the appropriate services.</p>
NCLB	<p><u>No Child Left Behind</u></p> <p>A federal law enacted in 2001 which required districts to test students in reading and math beginning in 3rd grade, with science assessments added in 2009-2010. The law requires schools and district to make “Adequate Yearly Progress (AYP)” or face sanctions. The law also requires that 100% of the core area teachers be highly qualified, as defined by the state education agency (with federal government approval), by the end of school year 2005-2006.</p>
PGP	<p><u>Personal Graduation Plan</u></p> <p>An intervention plan developed by the campus for students in grades 8-12 who did not meet the passing standard on the Texas Assessment of Knowledge and Skills test or any student who is at risk of not graduating from high school.</p>
PBMAS	<p><u>Performance-Based Monitoring Analysis System</u></p> <p>Is an automated data system that reports annually on the performance of school districts and charter schools in selected program areas (bilingual education/English as a second language, career and technical education, special education, and certain Title programs under the No Child Left Behind Act).</p>
SAT	<p>The <u>SAT®</u> is developed by the College Board (<a href="http://www.collegeboard.com">http://www.collegeboard.com</a>) to assess high school students' readiness for college-level work. Participation is voluntary. Students can choose to take the test multiple times. Participation in and performance on the SAT are indicators in the Texas public school Academic Excellence Indicator System.</p>
TEA	<p><u>Texas Education Agency</u></p> <p>The Texas education Agency is the state agency responsible for the state supervision of public elementary and secondary schools.</p>
TEC	<p><u>Texas Education Code</u></p> <p>The Texas Education Code (TEC) contains most of the statutes passed by the Texas Legislature that directly affect education.</p>

TEKS

Texas Essential Knowledge and Skills

The Texas Essential Knowledge and Skills identify what Texas students should know and be able to do at every grade level and in every course in the required curriculum as they move through the public schools.

TELPAS

Texas English Language Proficiency Assessment System

TELPAS is designed to assess the progress that limited English proficient (LEP) students make in learning the English language. The TELPAS assessment measures student proficiency in listening, speaking, reading and writing.