

Brock Independent School District
Brock Junior High
2017-2018 Campus Improvement Plan



Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data
- Community and student engagement rating data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Progress of prior year STAAR failures
- STAAR Released Test Questions
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data

- Student failure and/or retention rates
- Running Records results
- Observation Survey results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RTI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Highly qualified staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data

- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- PDAS and/or T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Parent Involvement Rate
- Community surveys and/or other feedback

Support Systems and Other Data

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

Goals

Goal 1: ACADEMICS AND ACCOUNTABILITY

Provide effective future-ready teaching and learning that results in career preparation, student mastery for graduation and post-secondary success, achieving STAAR scores above state and regional averages and attain the highest district and campus ratings recognized at the state and national level. .

Performance Objective 1: Provide personnel the support and resources needed for the improvement of curriculum and instruction.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>System Safeguard Strategy PBMAS</p> <p>1) Facilitate growth mindset that recognizes masters level opportunity in every student as well as increases in student progress measure and closing the gap - specifically addressing LEP, Eco Disadvantaged and Special Education</p>	<p>Ingia Saxton karla Swearengin Joey Roberts Stephanie Harris Stacy Jerrett</p>					
<p>Funding Sources: 199 - General Fund: Local - \$1,000.00, 199 - General Fund: State Compensatory Ed - \$500.00, 199 - General Fund: Special Education - \$500.00</p>						
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>2) Emphasize and encourage reading across curriculum/grade levels support all learners in the reading process.</p>	<p>ELA Department Ingia Saxton Library personnel DeeCee McDougal Crystal Barrett</p>					
<p>Funding Sources: 255 - Title II, Part A TPTR - \$0.00, 199 - General Fund: Local - \$1,000.00, 199 - General Fund: State Compensatory Ed - \$500.00</p>						
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>3) Campus wide attendance incentives to maintain an average at 97.8% or higher.</p>	<p>Attendance Committee Ingia Saxton Bobby Atchley Kala Cook Mere Marcus</p>					
<p>Funding Sources: 199 - General Fund: Local - \$2,000.00, Donations/Volunteer Work - \$0.00</p>						

<p align="center">System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p>	Science - Jimmie Morales History - Nancy Beaty Math - Kay Clark ELA - Faith James					
4) Facilitate department head meetings so that those teachers can then hold department meetings to align curriculum and policies across all grade levels.	Funding Sources: 000 - None - \$0.00					
<p align="center">System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p>	Ingia Saxton Charlie King					
5) Purchase chrome books for necessary grade levels so that grade specific technology is available for instruction and student use.	Funding Sources: 199 - General Fund: Local - \$10,000.00, 199 - General Fund: State Compensatory Ed - \$500.00, 199 - General Fund: Special Education - \$500.00					
<p align="center">Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 5 CSF 6 CSF 7</p>	Nancy Beaty Outdoor Learning Committee					
6) Facilitate the process of creating an outdoor learning center that allows for TEKS instruction for all grade levels.	Funding Sources: Donations/Volunteer Work - \$4,000.00, 199 - General Fund: Local - \$500.00					
<p align="center">System Safeguard Strategy PBMAS</p>	Ingia Saxton Bobby Atchley Karla Swearengin					
7) Create a master schedule that allows for effective use of academic time as well as UIL, GT, ESL, tutorials, interventions, etc.	Funding Sources: 199 - General Fund: Local - \$0.00					
<p align="center">System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p>	Ingia Saxton Karla Swearengin Classroom teachers					
8) Utilize DMAC and TEKS Resource as tools to facilitate ongoing assessment, data collection, curriculum alignment and lesson planning for student success.	Funding Sources: 199 - General Fund: Local - \$0.00					
<p align="center">Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p>	Ingia Saxton Bobby Atchley					
9) Use TTESS goal setting and TTESS checklist as an ongoing tool with teachers to discuss goals, lesson plans, classroom structure, professional development, student achievement and relationship building.	Funding Sources: Funds not needed for this event - \$0.00					
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 2: PERSONNEL








Brock ISD focus is to recruit, retain, train highly qualified staff and reward the best qualified individuals for each staff position by providing competitive salaries, incentives and training that reflects our commitment to be the best.

Performance Objective 1: Provide ongoing personnel support that promotes social, emotional and professional wellness.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
Critical Success Factors CSF 3 CSF 6 CSF 7 1) Monthly staff birthday celebrations through staff luncheons.						
Funding Sources: 000 - None - \$0.00						
Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7 2) Weekly staff appreciation items / notes / incentives / gifts.	Ingia Saxton Karla Swearengin Bobby Atchley Student Council Sunshine Committee					
Funding Sources: 199 - General Fund: Local - \$0.00, Donations/Volunteer Work - \$0.00						
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7 3) Ongoing opportunities for professional development provided to all teachers/admin and encouraged through staff incentives, comp time and budget support.						
Funding Sources: 199 - General Fund: Special Education - \$0.00, 255 - Title II, Part A TPTR - \$0.00						
Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6 CSF 7 4) Campus wide staff initiatives/appreciation: campus wide teacher challenge, door decorating contests, "booed", turkey bowl, Secret Santa, etc.	Ingia Saxton Karla Swearengin Sunshine Committee					
Funding Sources: Donations/Volunteer Work - \$0.00, 000 - None - \$1,000.00						

<p>System Safeguard Strategy</p> <p>Critical Success Factors</p> <p>CSF 1 CSF 2 CSF 4 CSF 7</p> <p>5) Specific professional development provided to teachers/admin. in working with students with disabilities including but not limited to: Autism, Learning Disabilities, Emotional Disturbance, Intellectual Disability</p>						
<p>Funding Sources: 255 - Title II, Part A TPTR - \$0.00, 199 - General Fund: State Compensatory Ed - \$150.00</p>						
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 3: SCHOOL CLIMATE









Provide a safe, healthy, secure educational environment.

Performance Objective 1: Implement programs and activities that promote a campus free from negative behavior.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
System Safeguard Strategy Critical Success Factors CSF 1 CSF 5 1) Provide student mentor program for students in at risk situations.	Karla Swearengin					
Funding Sources: Donations/Volunteer Work - \$0.00						
Critical Success Factors CSF 1 CSF 5 CSF 6 2) Provide educational programs to inform students of current trends and raise awareness of topics including, but not limited to: Red Ribbon Week, Bullying, Teen Dating, Online/Social Media Strategies, Heart Health, College/Career Awareness, Effective Communication, etc.	Ingia Saxton Karla Swearengin Stephanie Harris					
Funding Sources: Donations/Volunteer Work - \$0.00, 199 - General Fund: Local - \$0.00						
Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6 CSF 7 3) Provide training for health related topics including, but not limited to: CPR/AED, First Aid, Diabetes	Melissa Burden Nicky Crow					
Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6 4) Personal letter/notes/birthday cards/shout outs will be mailed/distributed to students on an ongoing basis through the year by all school personnel.	Ingia Saxton Karla Swearengin					
Funding Sources: 199 - General Fund: Local - \$0.00						
Critical Success Factors CSF 1 CSF 2 CSF 6 5) Saturday school will be used as necessary to address behavior, attendance or grade concerns.	Bobby Atchley					
Funding Sources: 199 - General Fund: State Compensatory Ed - \$500.00, Donations/Volunteer Work - \$0.00						

<p align="center">Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>6) Ongoing peer mediation and communication opportunities will be used to resolve peer conflict and assess student situations.</p>	<p>Bobby Atchley Karla Swearengin</p>					
<p>Funding Sources: 000 - None - - \$0.00</p>						
<p align="center">Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6</p> <p>7) Create elective classes and club opportunities that support content areas as well as support a variety of interests among the student body.</p>	<p>Ingia Saxton</p>					
<p>Funding Sources: 199 - General Fund: Local - \$0.00</p>						
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						







Goal 4: PARENT AND COMMUNITY INVOLVEMENT and COMMUNICATION

Strive to increase parental engagement and district communication so parents, students and staff can participate fully in the educational courses of action for the district.

Performance Objective 1: Develop and maintain processes that allow all stakeholders to have input and receive information at all levels.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 5 CSF 6 CSF 7</p> <p>1) Weekly emails, remind 101, Smore newsletters, e-notes, team App and canvas will be used by teachers, coaches and administration to keep students/parents informed.</p>	Ingia Saxton		✓			
Funding Sources: 199 - General Fund: Local - \$0.00						
<p>Critical Success Factors CSF 1 CSF 2 CSF 5 CSF 7</p> <p>2) Parent portal will be updated within 1 week of due date to keep students and parents informed.</p>	All teachers Ingia Saxton Bobby Atchley Karla Swearengin		✓			
Funding Sources: Funds not needed for this event - \$0.00						
<p>Critical Success Factors CSF 1 CSF 5 CSF 6 CSF 7</p> <p>3) Parent phone calls will be made any time student is at risk of failing for six weeks / semester.</p>	All teachers Ingia Saxton Bobby Atchley Karla Swearengin		🟡			
Funding Sources: 000 - None- - \$0.00						
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6 CSF 7</p> <p>4) Grade level meetings to discuss student concerns will be done bi-weekly. Concerns regarding students will involve parents/guardians to ensure that input from all stakeholders is heard.</p>	Ingia Saxton		🟡			
Funding Sources: 000 - None- - \$0.00						
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						











Goal 5: FINANCIAL RESPONSIBILITY

Maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

Performance Objective 1: Maintain, repair and update current facilities to ensure staff and student safety and provide effective instructional environments.

Evaluation Data Source(s) 1: BOY and EOY staff / student / parent surveys, Maintenance help desk report

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6 CSF 7</p> <p>1) Distribute budget requests and allotments to department heads as well as fine arts and specials classes for current year orders and funding.</p>	<p>Ingia Saxton Dept. Heads: Jimmie Morales, Nancy Beaty, Kay Clark, Faith James Donna Merrick</p>					
Funding Sources: 199 - General Fund: Local - \$6,000.00						
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>2) Facilitate teachers classrooms that are seeking alternative seating/varied learning styles options for specific student needs.</p>	<p>Bobby Atchley</p>					
Funding Sources: 199 - General Fund: State Compensatory Ed - \$100.00, 199 - General Fund: Special Education - \$100.00, 199 - General Fund: Local - \$300.00						
<p>Critical Success Factors CSF 6</p> <p>3) Organize gym so that facility use from outside leaves minimal damage/clean-up.</p>	<p>Bobby Atchley Burt Green</p>					
Funding Sources: 199 - General Fund: Local - \$0.00						
<p>Critical Success Factors CSF 1 CSF 6</p> <p>4) Have restroom tile floor steam washed monthly.</p>	<p>Bobby Atchley Kevon Ward</p>					
Funding Sources: 199 - General Fund: Local - \$0.00						
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Facilitate growth mindset that recognizes masters level opportunity in every student as well as increases in student progress measure and closing the gap - specifically addressing LEP, Eco Disadvantaged and Special Education
1	1	2	Emphasize and encourage reading across curriculum/grade levels support all learners in the reading process.
1	1	4	Facilitate department head meetings so that those teachers can then hold department meetings to align curriculum and policies across all grade levels.
1	1	5	Purchase chrome books for necessary grade levels so that grade specific technology is available for instruction and student use.
1	1	7	Create a master schedule that allows for effective use of academic time as well as UIL, GT, ESL, tutorials, interventions, etc.
1	1	8	Utilize DMAC and TEKS Resource as tools to facilitate ongoing assessment, data collection, curriculum alignment and lesson planning for student success.
2	1	5	Specific professional development provided to teachers/admin. in working with students with disabilities including but not limited to: Autism, Learning Disabilities, Emotional Disturbance, Intellectual Disability
3	1	1	Provide student mentor program for students in at risk situations.
4	1	4	Grade level meetings to discuss student concerns will be done bi-weekly. Concerns regarding students will involve parents/guardians to ensure that input from all stakeholders is heard.

Campus Advisory Committee

Committee Role	Name	Position
Administrator	Bobby Atchley	Assistant Principal
Administrator	Ingia Saxton	Principal
Counselor	Karla Swearengin	Counselor
Classroom Teacher	Lori Davis	5th
Classroom Teacher	Stephanie Harris	Specials
Classroom Teacher	Kay Clark	6th
Classroom Teacher	Adi Langford	7th
Classroom Teacher	Genna Duncan	8th
Classroom Teacher	David Kennedy	Fine Arts
Business Representative	Jennifer Riddle	Business Owner
Parent	Danny Tanner	Parent
Parent	Hollye Luce	Parent
Paraprofessional	Kala Cook	Secretary
Parent	Courtney Palfreeman	Parent

Campus Funding Summary

199 - General Fund: Local					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$1,000.00
1	1	2			\$1,000.00
1	1	3			\$2,000.00
1	1	5			\$10,000.00
1	1	6			\$500.00
1	1	7			\$0.00
1	1	8			\$0.00
2	1	2			\$0.00
3	1	2			\$0.00
3	1	4			\$0.00
3	1	7			\$0.00
4	1	1			\$0.00
5	1	1			\$6,000.00
5	1	2			\$300.00
5	1	3			\$0.00
5	1	4			\$0.00
Sub-Total					\$20,800.00
199 - General Fund: State Compensatory Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$500.00
1	1	2			\$500.00
1	1	5			\$500.00
2	1	5		Autism Training	\$150.00
3	1	5			\$500.00

5	1	2			\$100.00
Sub-Total					\$2,250.00
199 - General Fund: Special Education					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$500.00
1	1	5			\$500.00
2	1	3			\$0.00
5	1	2			\$100.00
Sub-Total					\$1,100.00
255 - Title II, Part A TPTR					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2			\$0.00
2	1	3			\$0.00
2	1	5			\$0.00
Sub-Total					\$0.00
000 - None-					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4			\$0.00
2	1	1			\$0.00
2	1	4		activity money	\$1,000.00
3	1	6			\$0.00
4	1	3			\$0.00
4	1	4			\$0.00
Sub-Total					\$1,000.00
Donations/Volunteer Work					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			\$0.00
1	1	6			\$4,000.00

2	1	2			\$0.00
2	1	4			\$0.00
3	1	1			\$0.00
3	1	2			\$0.00
3	1	5			\$0.00
Sub-Total					\$4,000.00
Funds not needed for this event					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	9			\$0.00
4	1	2			\$0.00
Sub-Total					\$0.00
Grand Total					\$29,150.00