

Jefferson Independent School District
Jefferson High School
2017-2018 Campus Improvement Plan



Mission Statement

Provide high quality educational opportunities that will inspire all students to become productive citizens in a culturally diverse and technologically advanced world.

Vision

To provide an environment of excellence that inspires all stakeholders to value learning, respect others, and become responsible decision makers.

Value Statement

Core Beliefs/Values

Students First: Students are the first priority in all decisions.

High Expectations: Working to provide a safe, supportive, and secure environment which provides the strategies needed to create higher levels of achievement for student success.

Communication: Communication and collaboration are key in building trust and creating success.

Continuous Improvement: Creating a culture throughout the district of constantly seeking to improve—everyone is a learner.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

The enrollment at Jefferson High is 347 students. There are 84 seniors, 70 juniors, 84 sophomores and 106 freshmen. The ethnic distribution is 39.7% African Americans, 4.6% Hispanic, 52.4% White, and less than 3% others . The faculty is 3.2%

African American, 3.2% Hispanic, 87.3% White and 6.4% Asian. There are 41.4% males and 58.6% females. The average teaching experience is 16 years with

the average of 7 years in the district.

Student Achievement

Student Achievement Summary

Jefferson High School Met Standard for 2017. Jefferson High School is continuing the process of raising the academic standards of its students. These standards and expectations include state tests, college readiness, and graduation rates. The expectation is to reach and maintain the highest state rating.

Student achievement goes beyond the state tests. We expect our students to take the ACT and/or SAT tests, as well as, the precursors to these tests.

Our students also take the ASVAB assessment.

School Culture and Climate

School Culture and Climate Summary

It is our goal at JHS to provide our students with a safe environment that is conducive to building relationships, positive behaviors, and learning. We have and will maintain high expectations for our students in all areas. Students will feel like our staff has a genuine regard for them. Teachers will be respected and will feel supported. Students will enjoy attending school.

School Culture and Climate Strengths

- Student and staff acceptance of diversity
- Caring staff
- Quality students
- Everybody working toward common goals

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

We are changing the perception of JHS. JHS is a great place to be. We have created a culture and environment that is conducive to attracting and retaining quality staff

Staff Quality, Recruitment, and Retention Strengths

- \$5,000 signing bonus for professional staff new to the district
- Excellent working/learning environment

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

The curriculum used is based on the TEKS from TEA. TEKS Resource System is a curriculum tool to help with the scope and sequence of a course. It provides the framework to help pace the teachers so that the material presented is done in a timely manner. Various tools may be used with this system, including a variety of textbooks, websites, manipulatives, etc. The most important element in the classroom is the teacher. Our teachers have been hired as professional employees and are provided the freedom to be creative in the presentation of their instruction.

Curriculum, Instruction, and Assessment Strengths

- Quality staff in place.
- Variety of technological and curricular resources.
- High expectations for student behavior.
- Provided a multitude of new opportunities for students.

Family and Community Involvement

Family and Community Involvement Summary

JHS will continue to provide various opportunities for family and community involvement. We will continue to have our community-wide pep rally, meet the teacher/report card pick-up, open house, gold card luncheon, homecoming parade, CTE Showcase/Auction, and other school related events that will promote family and community involvement. We will also continue to communicate clearly with all stakeholders.

Family and Community Involvement Strengths

The greater Jefferson community supports our school. We have many parents that have a vested interest in our school and its success.

Problem Statements Identifying Family and Community Involvement Needs

Problem Statement 1: We need to continue to develop our school/community relationship. We will become more involved with community events.

Problem Statement 2: CTE Showcase and Auction

Problem Statement 3: Gold Card Luncheon monthly prepared by Culinary Arts (\$2000).

Problem Statement 4: Meet the Teacher/Report Card pick-up (\$350).

School Context and Organization

School Context and Organization Summary

We are working hard to provide all members of the school community with a sense of ownership so that we may continue to develop relationships and interconnectedness within the campus, to other district campuses, and to the community. We are putting forth efforts to ensure everyone is pulling in the same direction.

School Context and Organization Strengths

All of the components for JHS to be a special place are here.

Technology

Technology Summary

Every classroom has a document camera and projector and at least one computer for the teacher and one or more for student use. Jefferson High School has five computer labs with approximately twenty computers per lab in addition to one classroom with an attached computer lab area. Two of the labs are used for regular classroom instruction. The other two are available for use by any teacher. There is also one general education mobile laptop cart with twenty-four laptops and one google chromebook cart with 24 chromebooks available for teachers to check out and use in their classrooms. Several classrooms have their own chromebooks carts as well for a total of seven chromebooks carts on the high school campus. The Pre-calculus and Calculus classroom has access to and frequently uses Mimeo capabilities. Jefferson High School offers opportunities for students to receive high school and college credit through online courses as well as to earn various business certifications including Concepts of Business and Microsoft Office Specialist.

Teachers are provided the opportunity to attend professional development related to technology instruction through the Region Service Center and state conferences (TCEA).

Technology proficiencies are evaluated through career and technology classes which are entirely technology/computer oriented. Jefferson High School will continue to look for better measures to evaluate teacher and student proficiency in technology applications.

Jefferson High School would like to eventually alleviate the need for hard copy textbooks by replacing these with digital textbooks. The new Spanish textbook adoption for Spanish I-IV is the beginning of this effort with hard textbooks being replaced with Google Chromebooks for these classes.

Technology Strengths

A higher percentage of teachers are incorporating a greater degree of technology into their daily teaching.

We are continuing to add and update technology to meet the needs of our students and staff.

Comprehensive Needs Assessment Data Documentation

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


Goals

Goal 1: Jefferson ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 1: Increase the rigor of instruction in all ELA courses while maintaining the focus on improving performance of all students. For 2017-2018, we expect at least 80% of all students, as well of 75% of students in each of the eligible sub-populations, will meet, or exceed the Level II Satisfactory standard on the English I and II STAAR tests. Within that 80%, we expect that at least 10% of all students tested will meet Level III Advanced Performance.

Evaluation Data Source(s) 1: EOC Scores, Unit Assessments, ACT, PDAS Teacher Evaluations, Walkthrough Observation Reports

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
System Safeguard Strategy 1) Track and monitor the academic progress of all students in English courses, with emphasis on At-Risk, and low-performing students.	1, 3, 8	Principal, Assistant Principal, Department Team Leader, Teachers	Team Meeting Records, Eduphoria Data Reports, Classroom Grade Averages, Sign-In Sheets,				
System Safeguard Strategy 2) Addition of Practical Writing and Research and Technical Writing courses to provide additional support to students in their regular ELA courses.	1, 3	Principal, Assistant Principal, Department Team Leader, Teachers	Eduphoria Data Reports, STAAR Eng I and II EOC data				
System Safeguard Strategy 3) Build relationships with students while implementing research based and high-yield instructional strategies targeted at individual students in need of ELA remediation, reinforcement and/or enrichment.	1, 3, 9	Principal, Assistant Principal, Department Team Leader, Teachers	Eduphoria Data Reports, STAAR Eng I and II EOC data, ACT data				
System Safeguard Strategy 4) Assistance from Region VIII ELA specialist.		Principal, Curriculum Director	Eng I and Eng II assessment data				
							







Goal 1: Jefferson ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 2: Increase the rigor of instruction in all mathematics courses while maintaining the focus on improving the performance of all students. For 2017-2018, we expect at least 85% of all students, as well of 80% of students in each of the eligible sub-populations, will meet, or exceed the Level II Satisfactory standard on the STAAR test. Within that 85%, we expect that at least 10% of all students tested will meet Level III Advanced Performance.

Evaluation Data Source(s) 2: EOC Scores, Unit Assessments, ACT, PDAS Teacher Evaluations, Walkthrough Observation Reports

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
System Safeguard Strategy 1) Integrate technology into math daily lesson plans to improve proficiency with calculator functions, enhance reasoning, measurement, critical thinking and mathematical problem solving skills.	1, 3, 9	Principal, Assistant Principal, Department Team Leader, Teachers	Eduphoria Data Reports, STAAR Alg I EOC data, ACT data				
System Safeguard Strategy 2) Track and monitor the academic progress of all math students, with emphasis on At-Risk and low-performing students.	1, 8, 9	Principal, Assistant Principal, Department Team Leader, Teachers	Eduphoria Data Reports, STAAR Alg I EOC data, ACT data				
System Safeguard Strategy 3) Build relationships with all math students while implementing research-based and high-yield instructional strategies targeted at each individual students in need of math remediation, reinforcement and/or enrichment.	1, 3, 9	Principal, Assistant Principal, Department Team Leader, Teachers	Eduphoria Data Reports, STAAR Alg I EOC data, ACT data				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue


Goal 1: Jefferson ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 3: Increase the rigor of instruction in all science courses while maintaining the focus on improving the performance of all students. For 2017 -2018, we expect at least 90% of all students, as well of 90% of students in each of the eligible sub-populations, will meet, or exceed the Level II Satisfactory standard on the STAAR test. Within that 90%, we expect that at least 10% of all students tested will meet Level III Advanced Performance.

Evaluation Data Source(s) 3: EOC Scores, Unit Assessments, ACT, PDAS Teacher Evaluations, Walkthrough Observation Reports

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Integrate technology into interactive science labs, to enhance reasoning, measurement, critical thinking and problem solving skills.	1, 3, 9	Principal, Assistant Principal, Department Team Leader, Teachers	Eduphoria Data Reports, STAAR Biology EOC data, ACT data				
2) Track and monitor the academic progress of all science students, with emphasis on At-Risk and low-performing students.	1, 8, 9	Principal, Assistant Principal, Department Team Leader, Teachers	Eduphoria Data Reports, STAAR Biology EOC data, ACT data				
3) Build relationships with low-performing science students while implementing research-based and high-yield instructional strategies targeted at each individual students in need of science remediation, reinforcement and/or enrichment.	1, 3, 9	Principal, Assistant Principal, Department Team Leader, Teachers	Eduphoria Data Reports, STAAR Biology EOC data, ACT data				



✔ = Accomplished
 ➔ = Continue/Modify
 ● = Considerable
 ● = Some Progress
 ● = No Progress
 ✘ = Discontinue

Goal 1: Jefferson ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 4: Increase the rigor of instruction in all social studies courses while maintaining the focus on improving the performance of all students. For 2017-2018, we expect at least 90% of all students, as well of 90% of students in each of the eligible sub-populations, will meet, or exceed the Level II Satisfactory standard on the STAAR test. Within that 90%, we expect that at least 10% of all students tested will meet Level III Advanced Performance.

Evaluation Data Source(s) 4: EOC Scores, Unit Assessments, ACT, PDAS Teacher Evaluations, Walkthrough Observation Reports

Summative Evaluation 4:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Integrate technology into daily Social Studies lesson plans to enhance reasoning, measurement, critical thinking and problem solving skills.	1, 3, 9	Principal, Assistant Principal, Department Team Leader, Teachers	Eduphoria Data Reports, STAAR US History EOC data, ACT data				
2) Track and monitor the academic progress of all Social Studies students, with emphasis on At-Risk and low-performing students.	1, 8, 9	Principal, Assistant Principal, Department Team Leader, Teachers	Eduphoria Data Reports, STAAR US History EOC data, ACT data				
3) Build relationships with low-performing Social Studies students while implementing research-based and high-yield instructional strategies targeted at individual students in need of Social Studies remediation, reinforcement and/or enrichment.	1, 3, 9	Principal, Assistant Principal, Department Team Leader, Teachers	Eduphoria Data Reports, STAAR US History EOC data, ACT data				

= Accomplished
 = Continue/Modify
 = Considerable
 = Some Progress
 = No Progress
 = Discontinue


Goal 1: Jefferson ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 5: Increase post-secondary readiness while maintaining the focus on improving the performance of all students as measured by ACT exams and STAAR Level III Advanced.

Evaluation Data Source(s) 5:

Summative Evaluation 5:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Increase the number of Advanced EOC Scores, PSAT, and ACT distinguished scholars.	3, 9	Principal, Assistant Principal, Department Team Leader, Teachers	Eduphoria Data Reports, STAAR EOC data, ACT data, PSAT data				
2) Provide students with days to visit colleges and universities.	9	Counselor, Principal	College day attendance records				
3) Implement criteria for placement in Honors and dual credit courses.	9	Counselor, Principal	Criteria in Academic Guidebook				




✔ = Accomplished
 ➔ = Continue/Modify
 ● = Considerable
 ● = Some Progress
 ● = No Progress
 ✘ = Discontinue

Goal 1: Jefferson ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 6: Maintain 100% graduation rate.

Evaluation Data Source(s) 6: Graduation rate

Summative Evaluation 6:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Create an environment where students enjoy learning and provide students an opportunity to be in control of their futures.	1, 2	Everyone	Graduation rate				
							







Goal 2: Jefferson ISD will recruit, employ, retain, and develop a highly effective staff that proactively engages students for success.

Performance Objective 1: Recruit, employ and retain qualified and dedicated coaches, sponsors and directors to lead student-competitors in an environment that promotes and supports academic, co-curricular, extra-curricular and personal achievement, and prepares students to perform at competitive levels in competitions.

Evaluation Data Source(s) 1: Participation, performance recruitment and retention records of extra-curricular and co-curricular programs.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Come up with creative ways to attract quality staff to our district. Maintain those staff by providing an environment that is an enjoyable place to work.	3	Principal, Assistant Principal	staff retention				
2) Attend various job fairs to recruit highly qualified teachers.	3	Principal, Assistant Principal	Highly Qualified Report				


 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 3: All Jefferson ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 1: Increase attendance and participation of parent and community members at school sponsored curricular and extra-curricular activities.

Evaluation Data Source(s) 1: Attendance records

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide opportunities for parent and community members to be involved.	6	Principal, Assistant Principal, Athletic Director	participation by parents and community				
							

Goal 3: All Jefferson ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 2: Present assemblies, utilize guest speakers and conduct small/large group meetings with students that inform and enlighten them on campus expectations and celebrations.

Evaluation Data Source(s) 2: Record of event/speaker attendance

Summative Evaluation 2:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Gold Card Luncheon and Veteran's Day Program.	6	Principal	participation by parents and community				

Goal 3: All Jefferson ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 3: Teachers will conference with parents of students in need.

Evaluation Data Source(s) 3: Teacher documentation and parent feedback

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Teachers will conference with parents of struggling students.	9	Teachers, Principal	Conference log				
							

Goal 4: Jefferson ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 1: Build positive student and staff relationships.

Evaluation Data Source(s) 1: Climate survey

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Enact various strategies to ensure students and staff members know they are appreciated.	1	Principal, Assistant Principal	school climate				

Goal 4: Jefferson ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 2: Increase campus safety through consistent enforcement of the JISD Student Code of Conduct.

Evaluation Data Source(s) 2: Discipline records

Summative Evaluation 2:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Set high expectations for student behavior related to campus safety.	1	Principal, Assistant Principal	Discipline records				

Goal 4: Jefferson ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 3: Ensure accountability by effectively tracking, monitoring and reporting student tardy violations and classroom hall passes.

Evaluation Data Source(s) 3: Student tardy records

Summative Evaluation 3:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Enforce JHS tardy policy.	1, 2	Assistant Principal	fewer tardies				
							

Goal 4: Jefferson ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 4: Improve the cleanliness, orderliness and general aesthetic appearance of facilities.

Evaluation Data Source(s) 4: Facilities review

Summative Evaluation 4:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Hold custodians accountable.	1, 2	Principal, Assistant Principal	cleanliness				
2) Encourage students and staff to show they have pride in our school by picking up after themselves and others.	1, 2	Principal, Assistant Principal	cleanliness				
							







Goal 4: Jefferson ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 5: Provide a safe and secure environment for students and staff.

Evaluation Data Source(s) 5:

Summative Evaluation 5:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Conduct campus-based drug and alcohol awareness programs.	1	School Nurse, Counselor, Principal	# of drug/alcohol policy violations				
2) All staff will participate in Child Sexual Abuse Prevention and Child Abuse Reporting Training.	1, 4	Principal, Director of Curriculum	Certificates of Completion				
3) Science Teachers will participate in Science Safety Training.	1, 4	Science Teachers, Principal, Director of Curriculum	Certificates of Completion				
4) Ensure building security by limiting entry point accessibility.	1	All staff	building security				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 5: Jefferson ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

Performance Objective 1: Utilize district software programs and resources that will impact learning and improve student achievement.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Implement various web-based programs that promote efficiency such as Eduphoria, TXEIS, etc.	1, 8, 9	All staff	Eduphoria reports, overall efficiency				

Goal 5: Jefferson ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

Performance Objective 2: Present professional development for teachers and support staff so that they are maximizing utilization of computer software/resources.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide Eduphoria Training.	4	Instructional Technologist	Eduphoria usage				
2) Provide technology based professional development for instructional purposes.	4	Teachers, Principal	increased use of technology				

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Track and monitor the academic progress of all students in English courses, with emphasis on At-Risk, and low-performing students.
1	1	2	Addition of Practical Writing and Research and Technical Writing courses to provide additional support to students in their regular ELA courses.
1	1	3	Build relationships with students while implementing research based and high-yield instructional strategies targeted at individual students in need of ELA remediation, reinforcement and/or enrichment.
1	1	4	Assistance from Region VIII ELA specialist.
1	2	1	Integrate technology into math daily lesson plans to improve proficiency with calculator functions, enhance reasoning, measurement, critical thinking and mathematical problem solving skills.
1	2	2	Track and monitor the academic progress of all math students, with emphasis on At-Risk and low-performing students.
1	2	3	Build relationships with all math students while implementing research-based and high-yield instructional strategies targeted at each individual students in need of math remediation, reinforcement and/or enrichment.