

Richardson Independent School District
Lake Highlands Junior High School
2022-2023 Campus Improvement Plan

Accountability Rating: C



Mission Statement

The entire staff pledges itself to these student outcomes: To challenge and foster lifelong learning necessary to achieve academic, social and career success for all students while acknowledging all personal and cultural diversity.

Vision

Where all students connect, learn, grow and succeed.

Values

Integrity - Inspiration - Inclusiveness - Innovation

Focus

Students are the primary focus of the RISD staff, and staff is the primary focus of the administration.

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Learning	5
School Processes & Programs	6
Perceptions	7
Priority Problem Statements	8
Comprehensive Needs Assessment Data Documentation	9
Goals	11
Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.	11
Goal 2: We will guarantee that all students will perform at or above grade level.	21
Goal 3: We will recruit, retain, and reward quality personnel.	32
Goal 4: We will ensure that all families, businesses, and community partners are fully engaged in the mission of our district.	34
Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.	37
Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.	39
State Compensatory	42
Budget for Lake Highlands Junior High School	42
Personnel for Lake Highlands Junior High School	42
Title I Personnel	43

Comprehensive Needs Assessment

Demographics

Demographics Summary

LHJH is composed of a diverse student population of XXX students, the largest junior high in RISD. Our white (41.%), ELL (23.5%) and Asian (6%) student populations continues to increase each year, while our Hispanic (29%), African American (22%), and Economically Disadvantaged (53.5%) student populations remain somewhat consistent in size. Our mobility rate is 18.4%, and our attendance rate is 96.3%. Drop out rates for the multiracial (5%) student population is higher than other student populations. We continue to focus on the performance of our special populations on local, state, and national assessments for English language learners and our students served through special education. LHJH celebrates and values our diverse student and community populations which result in a rich learning environment for all.

Demographics Strengths

We have a diverse group of students. Our PTA is very involved and wants to serve all kids.

Problem Statements Identifying Demographics Needs

Problem Statement 1: LHJH needs to meet the needs of all students effectively. **Root Cause:** Our students/parents in need do not always open up of let us help them find ways to help them.

Student Learning

Student Learning Summary

4 distinctions were earned in the following: ELA, Math, Academic Growth, and Postsecondary Readiness.

Grade 7: Writing 65%, Reading 70%, and Math 55%

Grade 8: Reading 75%, Math 80%, Science 74%, and Social Studies 67%

Student Learning Strengths

Sub pops are slightly closing the gap with white students.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: 7th grade assessments showed a decline in all areas. **Root Cause:** Data review and progress monitoring.

School Processes & Programs

School Processes & Programs Summary

Personnel is hired by campus leadership, at least one administrator, and a team representative when available.

We have a mentoring program for our 0-2 year teachers and a buddy systems for those with 3 plus that are new to LHJH.

We utilize our Advisory period to help remediate and accelerate our students, especially those who require HB4545 hours.

Our CIS (Communities In Schools) program assists approximately 18% of our student population in need of assistance with food, shelter, school supplies, and additional counseling services. The CIS representative is on campus, daily, meeting with students and parents as needed.

School Processes & Programs Strengths

Our instructional coaches meet with our new teachers monthly and visit classrooms for instructional support. Progress or lack thereof is reported to the principal.

Mentors with RPM meet weekly with first year teachers to offer support and guidance.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Attrition Rates are high. We had to hire 18 new teachers this year. **Root Cause:** Current conditions in education, including but not limited to, competitive salaries in other districts.

Perceptions

Perceptions Summary

School is clean and well-kept. Collaboration is encouraged and teachers have the resources needed to do their jobs. Work-life balance is encouraged.

Perceptions Strengths

Teachers report that RISD is a great place to work and 87% enjoy working at LHJH.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Teachers need more feedback from the admin team about their job performance. **Root Cause:** Discipline management drew attention of administrative team away from instructional leadership.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Student Success Initiative (SSI) data for Grades 5 and 8

Student Data: Student Groups

- Dyslexia data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- 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

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

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










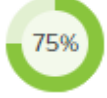


Goals













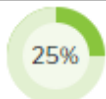
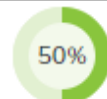
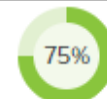

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

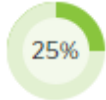















Performance Objective 1: Deliver a rigorous and relevant curriculum using instructional strategies designed to engage learners in meaningful learning experiences















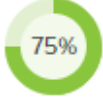

Evaluation Data Sources: LHJH will be met standard and meet or exceed all Performance Growth Goals


















Summative Evaluation: Significant progress made toward meeting Objective









Strategy 1 Details	Reviews			
Strategy 1: Maintain strong extra-curricular participation in the fine arts and athletics programs. Strategy's Expected Result/Impact: Maintain/Increase participation numbers in each of these courses/programs. Staff Responsible for Monitoring: Master scheduling principal Counselors Directors and coaches Funding Sources: Allocations for directors and coaches - 199 - General Fund - N/A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Conduct one of three collaborative planning sessions that include LHJH PBIS team members and implement campus-wide while implementing CHAMPS in all classrooms where teachers are struggling with classroom management Strategy's Expected Result/Impact: Feedback from Region X Consultant and other RISD personnel Decreased ISS, OSS, and discretionary DAEP placements Improved attendance rates Staff Responsible for Monitoring: PBIS Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Communities in Schools and Counselors will provide support for students, parents, and staff for a positive learning environment. Strategy's Expected Result/Impact: Students will receive help with grades and meals and supplies as necessary. Staff Responsible for Monitoring: CIS Contact Theissen/Scoggins/Hardin	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Set goals and objective for coordinated health program and Implement Teen Screen at 7th grade level. Strategy's Expected Result/Impact: Appropriate staff meet and determine goals for health program; high participation rates of 7th students in Teen Screen program, students identified with health problems or suicidal ideations and receive services, increase in student attendance and academic performance Staff Responsible for Monitoring: Nurse Counselors Administrators	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	
Strategy 5 Details	Reviews			
Strategy 5: Provide transition activities for all rising 7th graders and all rising 9th graders to ensure effective and efficient transition that will lead to student success. Strategy's Expected Result/Impact: Parent, Teacher and Student Feedback Staff Responsible for Monitoring: Principal and Lead Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Develop courses of ESL sheltered and clustered classes in the areas of math and ELA. Strategy's Expected Result/Impact: Walk throughs Progress on district and state assessments ESL growth goal of 20% in math, 20% in reading and 20% in social studies Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 7 Details	Reviews			
Strategy 7: Provide Suicide and Substance abuse training to all staff Strategy's Expected Result/Impact: Awareness and able to refer students to counselors Staff Responsible for Monitoring: Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Use Advisory time (daily 30 minute intervention and extension) as a part of our MTSS process for all subjects with a focus on math and reading while utilizing the wellness platform Rhithm. Strategy's Expected Result/Impact: Growth of 10% across the board in Meets Expectations on STAAR 8th grade Reading and Math students - 50% less than last year retaking STAAR in the spring Staff Responsible for Monitoring: Admin Teachers Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 9 Details	Reviews			
Strategy 9: Create professional development opportunities for staff to learn about cultural differences of students and staff. Strategy's Expected Result/Impact: Increased performance with all ethnic groups Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Campus leaders will monitor implementation of remediation during Advisory time and data to track progress towards intended outcomes in Math and Reading. Strategy's Expected Result/Impact: Growth in reading and math and meets on STAAR Staff Responsible for Monitoring: Admin PLC teams	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: All teachers use a student tracking system that includes assessment information from STAAR, District Assessments, and MAP in reading and math to track interventions and extensions during advisory time. Strategy's Expected Result/Impact: Meets on STAAR Growth in reading and math Staff Responsible for Monitoring: Admin PLC Teams	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Create Personal Graduation Plans with 8th, introducing the parents and students to CTE pathways. Strategy's Expected Result/Impact: CTE enrollment, Parent Survey, Student Survey Staff Responsible for Monitoring: Ashley McDaniel	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 13 Details	Reviews			
Strategy 13: On-going PD to implement small group and differentiation instructional strategies to support and enhance student achievement. Strategy's Expected Result/Impact: Instructional Coach observations during PLC collaboration Evaluating Principal walk throughs Review student performance data by teacher each 9 weeks. Staff Responsible for Monitoring: Classroom Teacher Department Chair Lead Teacher Instructional Coach Evaluating Principal Funding Sources: - 199 - General Fund - N/A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 14 Details	Reviews			
Strategy 14: Utilize State Comp Ed funds to help address system safeguards. Strategy's Expected Result/Impact: MAP Data, STARR Data Staff Responsible for Monitoring: Nick Rustin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 15 Details	Reviews			
Strategy 15: Monitor student data reports in an effort to monitor immunization compliance of the student body. Strategy's Expected Result/Impact: Attendance Rate On-Grade Level Performance Staff Responsible for Monitoring: Jessica Haas, Nurse Noelia Tavares, SDS	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 16 Details	Reviews			
Strategy 16: Monitor student absence information in order to monitor communicable disease issues on campus. Strategy's Expected Result/Impact: Attendance Rate On-Grade Level Performance Staff Responsible for Monitoring: Admin Counselors School Nurse	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 17 Details	Reviews			
Strategy 17: Campus Emergency Team will conduct AED drills each semester in an effort to be prepared quickly if a cardiac event should occur on campus. Strategy's Expected Result/Impact: Campus Survey Staff Responsible for Monitoring: Jessica Haas, School Nurse	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 18 Details	Reviews			
Strategy 18: Utilize a full time JH Crisis Counselor to increase student and staff support. Strategy's Expected Result/Impact: Staff survey Student survey Staff Responsible for Monitoring: Jennifer Goldberg, Crisis Counselor Nick Rustin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 19 Details	Reviews			
Strategy 19: Emphasize the five student competencies of the RISD Graduate profile during PLC planning to assure lesson alignment. Strategy's Expected Result/Impact: MAP/STAAR Data Student Engagement Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 20 Details	Reviews			
Strategy 20: Collaborate and calibrate discipline management plan with all administrators. Strategy's Expected Result/Impact: Staff Survey Parent Survey Reduced ISS/OSS placements Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 21 Details	Reviews			
Strategy 21: Provide additional study sessions for AP Spanish IV students. Strategy's Expected Result/Impact: Increase AP passing rate Staff Responsible for Monitoring: Spanish Teacher	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	













Strategy 22 Details		Reviews			
Strategy 22: Provide an informational session for students and parents, outlining CTE pathways and encouraging participation. Strategy's Expected Result/Impact: CTE enrollment in HS Staff Responsible for Monitoring: LHHS AP (CTE) Counselors		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

Performance Objective 2: Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning

Evaluation Data Sources: LHJH will staff at minimum Proficient in overall measurement in the area of classroom on the BrightBytes Survey. This includes increase use of the 4C's (Communication, Collaboration, Critical Thinking & Creativity).

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Monitor 1:1 devices for all staff and students for educational purposes and for internet safety and digital citizenship. Strategy's Expected Result/Impact: TTESS Walkthrough forms Staff Responsible for Monitoring: Tech Team & Administrators Digital Coach Funding Sources: Devices for all students - 199 - General Fund - N/A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Incorporate Classkick into classroom instruction Strategy's Expected Result/Impact: Student Growth Goals and STAAR Data Staff Responsible for Monitoring: All teachers Title I: 2.4, 2.5, 2.6 Funding Sources: - 211 - Title I, Part A - \$1,999	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Attend TCEA Conference (select teachers/staff) Strategy's Expected Result/Impact: Increased digital engagement in the classroom Increased technological enhancements in curriculum Staff Responsible for Monitoring: Lauren McMillian, Digital Coach Title I: 2.4, 2.5, 2.6 Funding Sources: Registration Fees - 211 - Title I, Part A - \$1,272	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify















Discontinue








Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

Performance Objective 3: Increase links between home and school by providing systematic opportunities for parent engagement

Evaluation Data Sources: 85% or higher positive responses on Parent Survey Results

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Prevention of bullying, harassment, internet safety, digital citizenship and dating violence utilizing PBIS, SEL lessons, student assistant teams, and peer mediation. Communication to parents all on bullying concerns/issues/investigations Strategy's Expected Result/Impact: Decrease number of students' discipline referrals for bullying, harassment and dating violence Student and staff surveys Increase number of positive rewards/recognitions issued for targeted behaviors and positive character traits, increased classroom learning time, improve classroom learning environments, increased student achievement Staff Responsible for Monitoring: Principals Teachers Counselors School Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Follow the RISD Bullying Investigation Protocol to inform parents of bullying incidents. Strategy's Expected Result/Impact: Parent Survey Staff Responsible for Monitoring: Admin Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Promote the LHJH Step Team to provide more opportunities for our African American females to participate in extra curriculars and interact with the community. Strategy's Expected Result/Impact: Student Survey Reduced student discipline Staff Responsible for Monitoring: Club Sponsors	Formative			Summative
	Nov	Jan	Mar	June
				










Strategy 4 Details	Reviews			
Strategy 4: Build connection and relationship with near by apartment complexes. Strategy's Expected Result/Impact: Parent Survey Parent Participation Staff Responsible for Monitoring: Equity Liaison Admin Community in School Counselors	Formative			Summative
	Nov	Jan	Mar	June
	N/A	 20%	 20%	
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				







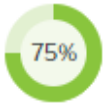










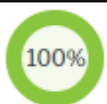
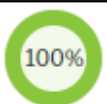
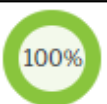
Goal 2: We will guarantee that all students will perform at or above grade level.










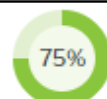
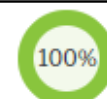

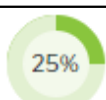
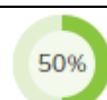
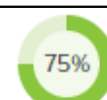








Performance Objective 1: Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas

Evaluation Data Sources: LHJH will be met standard and meet or exceed all Performance Growth Goals

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Assess 8th grade students using PSAT/ACT Aspire and provide results to students and parents to utilize in course selection processes. Strategy's Expected Result/Impact: Participation rates Staff Responsible for Monitoring: Counselors & Assessment Coordinator	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	✗
Strategy 2 Details	Reviews			
Strategy 2: All PLCs will be centered around the 4 questions of a Professional Learning Community and will meet each day during designated PLC time. This time will also be available for utilizing TRS/Lead4ward. Strategy's Expected Result/Impact: Student Growth on STAAR Increased knowledge through TRS and Lead4ward Staff Responsible for Monitoring: Admin Depmnt Leads	Formative			Summative
	Nov	Jan	Mar	June
				➔
Strategy 3 Details	Reviews			
Strategy 3: Implement professional development or find opportunities for staff to attend training/conferences that align with the district curriculum. Strategy's Expected Result/Impact: Professional Development Plan Staff Responsible for Monitoring: Department Chairs, Subject Leads, Curriculum Specialist, Evaluating Principal	Formative			Summative
	Nov	Jan	Mar	June
				➔
Strategy 4 Details	Reviews			
Strategy 4: Continue to provide professional development in all curricular areas to enhance instructional strategies. Strategy's Expected Result/Impact: Student Performance results each nine weeks. Staff Responsible for Monitoring: Administrators, curriculum specialists, curriculum directors, instructional coaches	Formative			Summative
	Nov	Jan	Mar	June
				➔

Strategy 5 Details	Reviews			
Strategy 5: Assess effectiveness of individual professional development sessions to ensure that trainings meet the needs of all teachers. Strategy's Expected Result/Impact: Professional Development Evaluation Results reported to the appropriate administrator. Staff Responsible for Monitoring: Curriculum Directors, Administrators, Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: All students will have a positive growth measure (or maintain advanced) in reading and math STAAR at both grade levels. Strategy's Expected Result/Impact: Monitor through data walls in PLC STAAR results in June Staff Responsible for Monitoring: Teachers Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Have 50% of 8th graders take Algebra EOC and meet minimum expectations for credit. Strategy's Expected Result/Impact: Students will pass EOC and be able to take more advanced math classes in high school. Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Utilize ESSER funds by creating a Reading Interventionist position to provide additional opportunities to close learning gaps. Strategy's Expected Result/Impact: STAAR and MAP Data Staff Responsible for Monitoring: Jill Harlan	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Utilize ESSER funds by creating a Math Interventionist position to provide additional opportunities to close learning gaps. Strategy's Expected Result/Impact: STAAR and MAP Data Staff Responsible for Monitoring: Abby Davis	Formative			Summative
	Nov	Jan	Mar	June
				

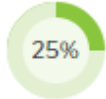








Strategy 10 Details	Reviews			
Strategy 10: Utilize ESSER funds to decrease class sizes in Math, Reading and Science Strategy's Expected Result/Impact: STAAR and MAP Data Staff Responsible for Monitoring: Vince Venditto, Master Schedule AP Nick Rustin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Utilize Lead4ward strategies to assist teachers in Tier I instruction and accelerated learning. Strategy's Expected Result/Impact: MAP Data STAAR Data Staff Responsible for Monitoring: All teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Utilize MTSS/Branching Minds to identify tier 3 students and to create intervention plans for those targeted students and create a MTSS team to meet every three weeks to analyze data. Strategy's Expected Result/Impact: STAAR Data, MAP Data, QSA data Staff Responsible for Monitoring: Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
Strategy 13: Attend District Professional development and review TEA released materials to prepare for STAAR 2.0, assuring alignment with teacher competencies and instructional practices. Strategy's Expected Result/Impact: STAAR results Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 14 Details	Reviews			
Strategy 14: Increase the number of students by 5% who move from "approaches" to "meets" in all tested areas. Strategy's Expected Result/Impact: STAAR Results Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





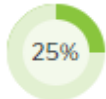








Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 2: Integrate 21st Century Learning and Texas College & Career Readiness (TCCR) skills and strategies into 7-8 curriculum

Evaluation Data Sources: Increased percentage of students who graduate with 3 hours of AP, Dual-Credit, License or Certification (CCR Priority Goal); Brightbytes Survey Results (Identified Area of Increase)

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Provide professional development for new AVID teachers by attending AVID Pathway training. Strategy's Expected Result/Impact: Classroom Walkthroughs Staff Responsible for Monitoring: AVID Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide time for students to plan their academic and extracurricular assignments and events with Google classroom during each class. Strategy's Expected Result/Impact: Classroom Observations Staff Responsible for Monitoring: Teachers Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Utilize Naviance to explore careers. Staff Responsible for Monitoring: Counselors	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	













Strategy 4 Details	Reviews			
Strategy 4: Enhance access to technology during classroom activities through effective lesson planning; each core teacher will attend Iteam PD during PLC each quarter Strategy's Expected Result/Impact: Classroom teacher utilizes available technology for hands on instruction for student learning. Staff Responsible for Monitoring: Classroom teacher Department Chair Instructional coach Principals Digital coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Ensure all G/T teachers complete required G/T training (30 hrs - foundational, 6 hrs - update). Strategy's Expected Result/Impact: Certificates Staff Responsible for Monitoring: Admin G/T teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Provide additional preparation opportunities to AP Spanish students, coordinating with LHHS prep sessions. Strategy's Expected Result/Impact: Increased passing rates Staff Responsible for Monitoring: AP Spanish teachers Admin over Spanish	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	
 No Progress  Accomplished  Continue/Modify  Discontinue				





















Goal 2: We will guarantee that all students will perform at or above grade level.




















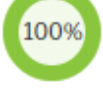
Performance Objective 3: Meet All System Safeguards









Evaluation Data Sources: LHJH will meet or exceed all Performance Growth Goals.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Monitor and promote Pre-AP/ SPED, GT, ESL, and 504 performance in all tested STAAR subjects as well as TELPAS. Strategy's Expected Result/Impact: Department Chairs, Lead Teacher, and Instructional Coach will meet in PLCs to review student growth in sub-populations listed based on student participation and formative assessments. SPED growth goals of 20% in reading, 20% in math, 20% in writing, 20% in science and 20% in social studies. Algebra I EOC growth goal in advanced scores of 10%. ESL growth goals of 18% in reading, 16% in math, 18% in writing, 14% in science and 20% in social studies. Staff Responsible for Monitoring: Classroom Teachers Department Chairs Lead Teacher Instructional Coach Principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement and monitor PGP for all 8th grade students Strategy's Expected Result/Impact: All incoming freshman will have a plan for graduation Staff Responsible for Monitoring: Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Utilize A2A to intervene when students are struggling with attendance. Strategy's Expected Result/Impact: Attendance rate Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Close the achievement gap specifically for LatinX and African American students in math through the collaboration with TxNSI Strategy's Expected Result/Impact: STAAR and MAP data Staff Responsible for Monitoring: Nick Rustin Julie Horn Sydney Westbay	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Create tutoring opportunities for students who are identified under HB 4545. Strategy's Expected Result/Impact: STAAR and MAP Data Staff Responsible for Monitoring: All teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Implement monthly meetings to analyze attendance data and develop intervention for students struggling with attendance. Strategy's Expected Result/Impact: On-Grade Level Performance Attendance Rate Staff Responsible for Monitoring: Admin Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Target Priority TEKS 7.3B, 7.4D, 7.9A, 7.9C, 7.11A in 7th Grade Math Strategy's Expected Result/Impact: MAP Results/STAAR Staff Responsible for Monitoring: Math Teachers Nick Rustin Julie Horn	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Target Priority TEKS 8.5I, 8.7A, 8.7B, 8.7C, 8.8C in 8th grade Math. Strategy's Expected Result/Impact: MAP Results/STAAR Results Staff Responsible for Monitoring: Math Teachers Nick Rustin Julie Horn	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 9 Details	Reviews			
Strategy 9: Target Priority TEKS A.5A, A.5C, A.8A, A.11B in Algebra I. Strategy's Expected Result/Impact: MAP Results/STAAR Results Staff Responsible for Monitoring: Math Teachers Nick Rustin Julie Horn	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Target Priority TEKS 7.10B, 7.10C, 7.10D in 7th Writing. Strategy's Expected Result/Impact: STAAR Results Staff Responsible for Monitoring: RLA Teachers Roshonda Webb Sarah Pankonien	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: EBs will meet all passing standards in Reading, Writing and Speaking Strategy's Expected Result/Impact: TELPAS ratings Staff Responsible for Monitoring: Svetlana Vilig	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Implement MAP goals setting for every student after every administration and communicate results to parent via MAP Growth Family Report. Strategy's Expected Result/Impact: MAP Growth STAAR Scores Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
Strategy 13: Continual communication between Student Data Specialist and Leaver Principal to address leavers. Strategy's Expected Result/Impact: Reduction of drop out rates Increase Graduation rates Staff Responsible for Monitoring: SDS Leaver Principal Principal	Formative			Summative
	Nov	Jan	Mar	June
				







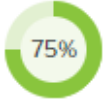







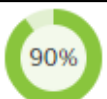

Strategy 14 Details	Reviews			
Strategy 14: Align ICTS instruction to ensure quality Tier II intervention for Special Education students. Strategy's Expected Result/Impact: Increase STAAR Scores Staff Responsible for Monitoring: all staff	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 4: Implement MAP testing in Math, Reading and Science

Evaluation Data Sources: MAP 3 times a year

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: All students will be assessed three times a year to track growth in reading and math. Strategy's Expected Result/Impact: When students leave LHJH, they will be on grade-level or have shown considerable growth. Staff Responsible for Monitoring: Admin and Instructional Coaches Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize MAP data to drive instruction and create intervention groups. Strategy's Expected Result/Impact: MAP Data, STAAR data Staff Responsible for Monitoring: Math, Reading and Science teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Utilize time during advisory to educate students about MAP and set student growth goals. Strategy's Expected Result/Impact: MAP data Staff Responsible for Monitoring: All teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Communicate MAP student scores via MAP Growth Family Report Strategy's Expected Result/Impact: MAP Growth Targets Parent Survey Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify





























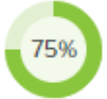





Discontinue

Goal 3: We will recruit, retain, and reward quality personnel.

Performance Objective 1: Retain quality staff

Summative Evaluation: Significant progress made toward meeting Objective










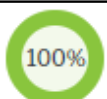

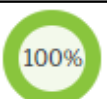


Strategy 1 Details	Reviews			
Strategy 1: All new 0-2 year teachers will receive a formal mentor. All new 3 plus year teachers will receive a LHJH buddy. Strategy's Expected Result/Impact: Will stay at LHJH and not leave Growth in student data Commitment to LHJH Staff Responsible for Monitoring: Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide weekly celebrations of teachers and utilize PTA resources to help build a positive school culture. Strategy's Expected Result/Impact: 15% max turnover rate Staff Responsible for Monitoring: Admin Social Committees Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide continual PD supporting TRS and Lead4ward for all content areas. Strategy's Expected Result/Impact: MAP/STAAR Data Teacher Survey Staff Responsible for Monitoring: Instructional Coaches Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Implement District TTESS walkthrough form to provide meaningful and timely feedback to teachers at least five times per week. Strategy's Expected Result/Impact: TTESS Ratings Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

















Strategy 5 Details	Reviews			
Strategy 5: Use RISD Teacher Competencies to recruit and retain quality personnel. Strategy's Expected Result/Impact: Staff Retention Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Provide campus PD for staff to support students with disabilities. Strategy's Expected Result/Impact: STAAR Scores Staff Responsible for Monitoring: SPED teachers District SPED personnel	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Analyze student demographic to recruit staff the reflects the student population (gender, ethnicity, and language). Strategy's Expected Result/Impact: Student Survey Parent Survey Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

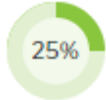








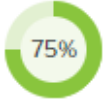





Goal 4: We will ensure that all families, businesses, and community partners are fully engaged in the mission of our district.

Performance Objective 1: We will communicate with parents in a timely manner about LHJH.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Write and send a bi-weekly SMORE(Wildcat Chat) to parents about what is happening around LHJH, using intermittent Blackboard Connect messages to provide additional information. Strategy's Expected Result/Impact: Parent Survey Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Attend all PTA events and functions and provide information about events and programs at LHJH. Strategy's Expected Result/Impact: Better partnership and communication through positive relationship building Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: 100% staff join PTA Strategy's Expected Result/Impact: Building a stronger partnership between school and home. Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Continue to seek employee input via Staff Climate Survey and maintain 100% participation rate. Strategy's Expected Result/Impact: Staff Climate Survey Results greater than or equal to 100% Participation rate. Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Coaches, Department Chairs, Campus Subject Leads	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		

Strategy 5 Details	Reviews			
Strategy 5: Create committees led by teachers in areas that are low on the staff survey to offer teacher voice on campus improvement Strategy's Expected Result/Impact: Results of higher than 85% on end of year staff survey Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Increase parent survey participation in end-of-year survey Strategy's Expected Result/Impact: Involve PTA to achieve 50% participation Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	
Strategy 7 Details	Reviews			
Strategy 7: Recruit LH businesses to support teachers and school throughout the year Strategy's Expected Result/Impact: Pink Out Shirts paid for by community members Community businesses speaking to our Career class in CTE Staff Responsible for Monitoring: admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Hold a "Data" or "Learning" Night for parents Strategy's Expected Result/Impact: increase parent involvement Staff Responsible for Monitoring: admin Mrs. Vilig Funding Sources: - 211 - Title I, Part A - \$700	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 9 Details	Reviews			
Strategy 9: Work with LHJH PTA to build business and community partnerships through event sponsorship and participation. Strategy's Expected Result/Impact: PTA funding School resources Staff Responsible for Monitoring: LHJH PTA Nick Rustin	Formative			Summative
	Nov	Jan	Mar	June
				

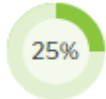

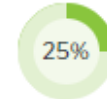

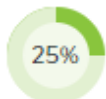

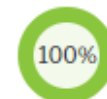

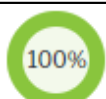
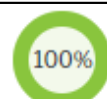
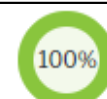
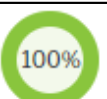

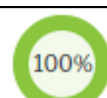
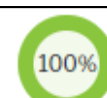
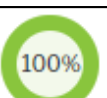
Strategy 10 Details	Reviews			
Strategy 10: Extend Voly opportunities outside of PTA, to include the wider community involvement (Taste of Lake Highlands, Crosstown Tailgate, School Dances). Strategy's Expected Result/Impact: Parent Survey Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Work with Forerunner Mentoring group to engage surrounding apartment complexes, building community involvement. Strategy's Expected Result/Impact: Parent Survey Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Hold "Taste of Lake Highlands JH" to partner with local businesses, promoting the learning community brand. Strategy's Expected Result/Impact: Increased community involvement Staff Responsible for Monitoring: Admin Lauren McMillian Ashley McDaniel	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				













Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

Performance Objective 1: Funding resources will support teachers and instruction.

Evaluation Data Sources: Budget

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Find and purchase resources that support intervention and extension for students and teachers. Strategy's Expected Result/Impact: Students will receive targeted instruction/intervention and extension at their performance level. Staff Responsible for Monitoring: Admin and Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Collaborate with LHJH PTA to submit grant proposal to the Lake Highlands Women's League for funds for staff development and campus resources. Strategy's Expected Result/Impact: Increase PD opportunities, Staff Survey, Student Survey Staff Responsible for Monitoring: Nick Rustin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide training and support for all support staff processing POs, sub payment to ensure proper policies and procedures are followed. Strategy's Expected Result/Impact: Staff Survey Staff Responsible for Monitoring: Condly Salling	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Provide training for all staff on proper money handling procedures (during back to school week, 8/12). Strategy's Expected Result/Impact: Staff survey Staff Responsible for Monitoring: Condly Salling	Formative			Summative
	Nov	Jan	Mar	June
				









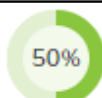
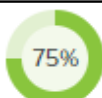






Strategy 5 Details	Reviews			
Strategy 5: Train all staff responsible for ordering/receiving goods on the proper procurement procedures. Strategy's Expected Result/Impact: Staff Survey Staff Responsible for Monitoring: Condly Salling	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Ensure that expenditures support outcomes and teacher morale/retention. Strategy's Expected Result/Impact: Staff Survey STAAR Scores Teacher/Staff Retention Staff Responsible for Monitoring: Admin ILT	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

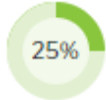












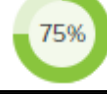
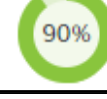
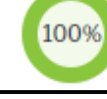
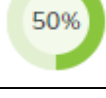
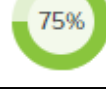
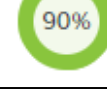

Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.









Performance Objective 1: Improve parent communication between school and home about safety drills as well as student awareness about what to do in an emergency

Evaluation Data Sources: Successful monthly drill log

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Conduct all building drills (AED, fire, etc) one per month/semester in an effort to be prepared to if an event should occur on campus. Strategy's Expected Result/Impact: Drill log completed monthly Staff Responsible for Monitoring: Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Communicate with parents after drills via Blackboard. Strategy's Expected Result/Impact: Parent Awareness that the drills are happening Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Participate in all "I know what to do days" by providing students with processing activities that they will complete with peers/teachers in all classes - October, December, February, and April Strategy's Expected Result/Impact: Students will know what to do by sharing activities with peers and parents. Staff Responsible for Monitoring: Admin Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Safety posters hung in all classrooms, common areas, and hallways. Strategy's Expected Result/Impact: Awareness for all students and staff Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Update CIP quarterly to show completion. Strategy's Expected Result/Impact: Parent Survey Climate Survey STAAR Scores Staff Responsible for Monitoring: Nick Rustin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Communicate on-going safety protocols to parents and student through the bi-weekly Wildcat Chat and daily school announcements. Strategy's Expected Result/Impact: Student Survey Parent Survey Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Implement District Secondary Dress Code. Strategy's Expected Result/Impact: Reduced teacher/student conflict Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Implement District Cell Phone Policy. Strategy's Expected Result/Impact: Increased classroom engagement Reduction of student conflicts Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Communicate weekly with Cadence and McShane Construction to address any safety concerns. Strategy's Expected Result/Impact: Minimal safety concerns Increased parent/community awareness of progress Staff Responsible for Monitoring: Nick Rustin Jonathan Grieg	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 10 Details	Reviews			
Strategy 10: All visitors who go outside of the front office will be screened by the Raptor system. Strategy's Expected Result/Impact: Increased safety Staff Responsible for Monitoring: Front Office	Formative			Summative
	Nov	Jan	Mar	June
	 50%	 75%	 90%	 100%
<div><div>0% No Progress</div><div>100% Accomplished</div><div>Continue/Modify</div><div>Discontinue</div></div>				

State Compensatory

Budget for Lake Highlands Junior High School

Total SCE Funds: \$0.00

Total FTEs Funded by SCE: 4.6

Brief Description of SCE Services and/or Programs

Personnel for Lake Highlands Junior High School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Coleman, Monica	Aide I	1
Horn, Julie	Math Coach	0.6
Layer, Lisetta	Dyslexia Teacher	1
Pankonien, Sarah	Teacher/Instructional Coach	1
Vilig, Svetlana	Teacher	1

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Eligio, Daisy	Math Specialist	Schoolwide	1
Lawrence, Michelle	ELA	Schoolwide	1
Theissen, Melanie	Counselor	Schoolwide	.1
Vilig, Svletlana	CRS	Schoolwide	1