

**Richardson Independent School District**  
**Westwood Junior High School**  
**2022-2023 Campus Improvement Plan**



# Mission Statement

Our mission is to holistically empower student leaders to become innovative, compassionate globally minded members of society.

## Vision

Where all students connect, learn, grow and succeed.

## Values

*Integrity - Inspiration - Inclusiveness - Innovation*

### *FOCUS*

*Students are the primary focus of RISD and Staff is the primary focus of administration*

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Demographic summary reflects from fall 2018 PEIMS data for WWJH: AA - 19.6%; Asian - 9.2%; Hispanic - 37.8%; White - 29.3%;Multiracial - 4.0%; Econ Disadvantage - 53.8%; SPED - 11.1% and ESL - 13.2% 5 year trend of demographics have revealed increase in enrollment, Increase in Hispanic population; and decrease in African American population and White population remains stable. 2016 mobility rates in the following areas: AA - increased; Asian - decrease; Hispanic - increased; White - increase; Multiracial - increase; Econ dis- increased; Special Ed - increase; ELL - increase; Overall Mobility rate has increased. 0% students are migrant. Drop out rates for WWJH continue to remain low. AA - .6%; American Indian - 0%; Asian - 1.5%; Hispanic - 0%; White - 0%; Multiracial - 0%; Econ Disadvantage - .5%; Total -.3% Structured Learning Classroom on our campus services through special education.

### Demographics Strengths

Mobility and Drop out rate remain low. Attendance rates from all sub populations remain above or near the district average. Teacher turn over rate remains low. Proportion of male teachers is at above the district and state average at 34%. Our campus provides one ESL teachers to support the population of ESL students. We also have a four full time Instructional Coaches in order to meet the diverse needs of student and teachers.

# Student Achievement

## Student Achievement Summary

Student achievement rates are reflective in the following three year trend. All students: 7th grade Reading - increase in scores; 7th grade Math increase in scores; 7th grade Writing - Increase from previous year; 8th Grade Reading - Increase in scores; 8th Grade Math - Decrease in scores; 8th grade Science - decrease in scores; Social Studies - Increase in scores;

Decreased reading scores in sub pop areas of Asian, Multiracial and SPED. Increased reading scores in all other subpop except white which remains stable.

Decreased math scores in sub pop areas of Hispanic, White, Multiracial, ELL and SPED. Double digit gains in African American population.

## Student Achievement Strengths

Double digit increased in our African American population in the area of math. Our campus has earned 4 out of 7 distinctions from TEA. Double digit gains in 7th grade reading with Hispanic, Economically Disadvantaged and ELL's. Double digit gains in 7th grade math with African American populations and significant gains with economically disadvantaged and ELL's.

# School Culture and Climate

## School Culture and Climate Summary

Three year discipline rates reveal total number of incidences have decreased. Parent survey results reveal the following percentages of positive responses in these areas: Overall Perception of Education Quality reveals an 89% excellent/Good rating. Academic preparation - 86%; Student support - 83%; School Leadership - 91%; Parent Engagement - 86%; Safety and behavior - 85%; School Operations - 85%; Staff climate survey reveals deficient in the following areas: Culture, feedback and support;

## School Culture and Climate Strengths

Three year discipline trends reveal an overall decrease in discipline rates. Staff members reveled a 92% satisfaction with the cleanliness of their building as alignment with the districts core beliefs and values.

## **Staff Quality, Recruitment, and Retention**

### **Staff Quality, Recruitment, and Retention Summary**

Teachers and instructional paraprofessionals are highly qualified. Retention rates for employees are at 12.5%. Mentoring systems are in place to support new teachers. Professional development is provided by the district as well as on site. Needs are identified by classroom visits, teacher and administration feedback. Effective teachers are utilized to conduct on site staff development. Instructional coach is utilized on our campus to support teachers all teachers. District specialists are utilized to help support teachers whose student performance is below district and state standards.

### **Staff Quality, Recruitment, and Retention Strengths**

Staff retention rates stay at or below district average. Quality mentoring programs are in place to support new teachers. Instructional Coach allocation is utilized to help support and retain teachers.

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

Teachers are involved in decisions regarding the use of academic assessments in order to improve the performance of students and the overall instructional program. WWJH incorporates data-driven processes which includes state and other standardized tests and local/classroom assessments (formal and informal). Teachers and staff are provided professional development on how to analyze data to inform instructional decisions about the instructional needs of individuals and groups of students. There is a direct link between the curriculum, instruction, and assessments to ensure every child is successful.

## Curriculum, Instruction, and Assessment Strengths

Professional learning communities have been created to allow teachers the time to plan and analyze data to drive instruction.



# Parent and Community Engagement

## Parent and Community Engagement Summary

Parents are included in the planning, implementation and evaluation of the campus parent involvement policies and the campus school-parent compacts. WWJH strives to make parents and families true partners in the education of their children through collaboration with staff and campuses.

## Parent and Community Engagement Strengths

Positive perception of 85% revealed on parent survey of school's effectiveness and feel welcome at their child's school.

# School Context and Organization

## School Context and Organization Summary

PLC planning time is available daily for all CORE areas. Instructional planning expectations are to focus on the data and the 4 questions of a PLC. Instructional leadership team and Local School council conduct meetings to address campus needs and school practices. Duty rosters are developed by administration with input from teachers. Westwood overtime World is after school program designed to be a place for students to participate in academic and social activities after school.

## School Context and Organization Strengths

Input from staff to assist with duties placements. After school program (WOW) to provide with opportunities for students to participate in enrichment activities.

# Technology

## Technology Summary

1:1 technology implementation in the Spring of 2017. SAMR training for teachers and ongoing site based staff development to enhance the use of technology in classrooms.

## Technology Strengths

1:1 technology implementation on our campus. Addition of a Google Instructional Coach available on our campus to support teachers with technology integration into their lessons.

# 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
- PSAT
- Student Success Initiative (SSI) data for Grades 5 and 8

## **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

## **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data

## **Parent/Community Data**

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







# Goals








**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students.

**Performance Objective 1:** Increase overall performance of Special Student Populations in the areas of Reading, Math, Science, & Social Studies.

**High Priority**

**Evaluation Data Sources:** We will meet or exceed district growth goals for Special Student populations in the areas of Reading, Math, Science and Social Studies.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Special Education Teachers will be incorporated into Math, English, Science and Social Studies PLCs to provide opportunities for teachers to work together in data assessment, determine gaps in curriculum, and evaluate teaching strategies <b>Strategy's Expected Result/Impact:</b> Core PLC Documentation <b>Staff Responsible for Monitoring:</b> Principals Instructional Coach Core Depart Chairs Core Teachers Core SPED Teachers  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Analyze individual student discipline sources to determine appropriate interventions for Special Education students so that discretionary placements will remain at zero and reflect a decrease In School and Out of School Suspension. <b>Strategy's Expected Result/Impact:</b> Discretionary Special Education remain at zero. In School and Out of School Suspensions decrease. <b>Staff Responsible for Monitoring:</b> Principals, Special Education Department Chair and Behavior Interventionist  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				



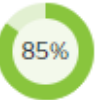







Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Provide teachers staff development on the various instructional strategies they utilize in their classrooms to meet the needs of all student populations to increase student performance. <b>Strategy's Expected Result/Impact:</b> Sign In Sheets showing teacher attendance and walk through form data. Increase state assessment results in all tested areas. <b>Staff Responsible for Monitoring:</b> Administration Instructional Coach  <b>Funding Sources:</b> - 199 - General Fund - \$200		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students.

**Performance Objective 2:** Increase the number of ESL students that exit from the ESL program.

**High Priority**




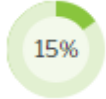


**Evaluation Data Sources:** TELPAS data will reveal 25% exit result as well as students increasing in their listening, reading, writing, and speaking levels by one level.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Incorporate ESL interventions and academic language on site staff development to teachers to strengthen language acquisition in all ELL learners. <b>Strategy's Expected Result/Impact:</b> Increase growth measures of ESL students in all CORE areas. <b>Staff Responsible for Monitoring:</b> Principal, ESL Coordinator  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Incorporate ESL teacher into on level courses to assist the 6+ year students. <b>Strategy's Expected Result/Impact:</b> 25% exit of our ESL students <b>Staff Responsible for Monitoring:</b> Administration and ESL Coordinator  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>- ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				








**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students.

**Performance Objective 3:** Implement MTSS strategies and utilize Branching Minds to identify, remediate, and monitor students in need of Tier 2 and Tier 3 intervention.

**Evaluation Data Sources:** Improved student performance on STAAR and TELPAS

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Send campus leadership team to RTI training provided by Solution Tree to strengthen our multi tiered level of support that is provided to all students on our campus. <b>Strategy's Expected Result/Impact:</b> Increase district and state testing results as well as close the achievement gap. <b>Staff Responsible for Monitoring:</b> Principals Counselors Instructional leadership team  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Align Section 504 and Special Education progress monitoring process and train faculty and staff. <b>Strategy's Expected Result/Impact:</b> Effectively implementing the 504 process and serving 504 students. <b>Staff Responsible for Monitoring:</b> Principals Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
















Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement a school wide intervention system that identifies students who are struggling academically and receive targeted interventions from specialist and department chairs.  <b>Strategy's Expected Result/Impact:</b> Increase growth measures on STAAR in all tested subjects. <b>Staff Responsible for Monitoring:</b> Instructional Coaches Administration Department Chairs  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>Additional Targeted Support Strategy</b>	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students.

**Performance Objective 4:** Increase the number of students in extra curricular activities.

**Evaluation Data Sources:** Student survey results and analysis












Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Promote and increase awareness of extra-curricular opportunities, through Connect Ed, Magnet Marketing Night, Rank One Sports, Social Media outreach. <b>Strategy's Expected Result/Impact:</b> Reaching Parents for promotion of extra curricular activities and Departments create and maintain social media pages to keep community aware. <b>Staff Responsible for Monitoring:</b> Principals WOW Director Athletic Coaches Band, Orchestra and Choir Directors  <b>Title I:</b> 2.5 - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Increase the number of students enrolled in boys' and girls' athletics and boys' choir as well as participation in school clubs and organizations. <b>Strategy's Expected Result/Impact:</b> Improve safety, depth of instruction, and allow for more connections through smaller student/teacher ratios. Students feeling more connected to school that will translate to student achievement. <b>Staff Responsible for Monitoring:</b> Principals Club Sponsors Coaches  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide before and after school transportation for students to be able to access after school extra curricular activities. <b>Strategy's Expected Result/Impact:</b> Increase participation in after school and extra curricular activities. Decrease in discipline rates. <b>Staff Responsible for Monitoring:</b> Athletic Coaches  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students.

**Performance Objective 5:** Streamline the transition from elementary school to junior high through use of LEAD Academy camps to teach Organization, Internet safety, Digital citizenship, and other important secondary skills.







**Evaluation Data Sources:** Increased positive response from students and parents on survey results










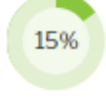
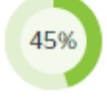

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Elementary students shadow junior high students for a day in the Spring to build relationships among students and school staff that foster trust and collaboration. <b>Strategy's Expected Result/Impact:</b> Positive responses on student survey results. <b>Staff Responsible for Monitoring:</b> Principals Instructional coach All instructional staff  <b>Funding Sources:</b> Funds for copying materials, supplies and facilities - 199 - General Fund - \$200	Formative			Summative
	Nov	Jan	Mar	June
		N/A		
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> 7th Grade registration to familiarize students and parents to school. <b>Staff Responsible for Monitoring:</b> Teachers Counselors PTA Administration  <b>Funding Sources:</b> Funds for copying supplies, materials and facilities - 199 - General Fund - \$300	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> BETA club visits to elementary schools in fall and spring to visit with 6th grade students about what to expect in Junior High. <b>Staff Responsible for Monitoring:</b> BETA Club Sponsor	Formative			Summative
	Nov	Jan	Mar	June
		N/A		
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				









**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students.








**Performance Objective 6:** Provide a safe, comfortable, and well-maintained environment at WWJH through use of campus wide PBIS strategies and classroom MAC strategy.

**Evaluation Data Sources:** Increase positive response rate from internal and external stakeholders on surveys; decrease in # of campus referrals for ISS, OSS and DAEP

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will be trained on PBIS and implement MAC strategies to decrease discipline referrals and improve culture and climate of our school. <b>Strategy's Expected Result/Impact:</b> Decrease in discipline referrals. Increase in the number of students participating in monthly school wide celebrations. 90%positive feedback on staff and student survey. <b>Staff Responsible for Monitoring:</b> Administrators, PBIS Team, Teachers and Staff  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Students will participate in lessons through advisory that address bullying, harassment, dating violence, digital citizenship and their social and emotional well being. <b>Strategy's Expected Result/Impact:</b> Decrease in office referrals and positive responses on student survey. Decrease in bullying reports and investigations. <b>Staff Responsible for Monitoring:</b> Counselors, Advisory Team and Advisory Teachers  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Monitor student absence information in order to monitor communicable disease issues. <b>Strategy's Expected Result/Impact:</b> WWJH will be aware of all cases of communicable disease. <b>Staff Responsible for Monitoring:</b> Attendance Clerk, Nurse  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Campus Emergency Response Team (ERT) will conduct documented AED drills each semester. <b>Strategy's Expected Result/Impact:</b> All members of the ERT will be proficient using the AED and will have a clear understanding of the protocol for responding to a call. <b>Staff Responsible for Monitoring:</b> Nurse, Campus ERT  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Counselors will provide suicide and substance abuse prevention and intervention training to all staff prior to the first day of school. <b>Strategy's Expected Result/Impact:</b> Staff sign-in sheet. Teachers refer students to counselors immediately when a concern arises. <b>Staff Responsible for Monitoring:</b> Counselors  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Parent communication regarding Teen Screen Process for 7th graders sent through summer packets, as well as an information provided at registration. <b>Strategy's Expected Result/Impact:</b> An increased number of students who submitted permission forms. <b>Staff Responsible for Monitoring:</b> Administrators, Counselors  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
		N/A		

Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Students will be trained on internet safety through Advisory. <b>Strategy's Expected Result/Impact:</b> Decrease number of cyberbullying and DAE/JJAEP placements. <b>Staff Responsible for Monitoring:</b> Google Coach/Leadership Advisory Council  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Monitor student data reports to monitor immunizations of the student body. <b>Strategy's Expected Result/Impact:</b> Decrease number of students who enroll without proper immunizations. <b>Staff Responsible for Monitoring:</b> Nurse/SDS  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Attendance at Autism conference to learn strategies to deescalate explosive behaviors in the classroom. <b>Strategy's Expected Result/Impact:</b> Discipline referrals will decrease <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> Conference Registration - 211 - Title I, Part A - \$219	Formative			Summative
	Nov	Jan	Mar	June
		N/A		











Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Attendance at Oppositional, Defiance and Disruptive Children conference <b>Strategy's Expected Result/Impact:</b> Decrease discipline referrals and increase STAAR growth measure for students. <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>Funding Sources:</b> Conference registration - 211 - Title I, Part A - \$219	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				



**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students.

**Performance Objective 7:** Clear and consistent implementation of tiered discipline management plan.










**Evaluation Data Sources:** Decrease number of office referrals and ISS, OSS placements.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Staff will be trained in discipline management tiers at the beginning of the school year. <b>Strategy's Expected Result/Impact:</b> Decrease number of office referrals and OSS/ISS placements. <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implementation of restorative practices to decrease conflict on campus. <b>Strategy's Expected Result/Impact:</b> Decrease number of office referrals and OSS/ISS placements. <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
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**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students.

**Performance Objective 8:** Communication plan to inform parents of bullying incidents.

**Evaluation Data Sources:** Positive response on parent and student survey results.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> "Bully" box will be place in library for students to anonymously report bullying. <b>Strategy's Expected Result/Impact:</b> Decrease incidence of bullying investigations. <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Advisory lessons on bullying reporting and prevention. <b>Strategy's Expected Result/Impact:</b> Decrease number of bullying incidences. <b>Staff Responsible for Monitoring:</b> Instructional Coaches Administration  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All incidences of bullying will be followed up with parent communication validating the report. <b>Strategy's Expected Result/Impact:</b> Positive response on parent and student survey results. <b>Staff Responsible for Monitoring:</b> Administration Counselors  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 3: Positive School Culture	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 diverse needs of all our students.

**Performance Objective 9:** Develop increased capacity of WWJH staff to respond of the demographics and needs of our campus through the strategic implementation of Equity, Diversity, and Inclusion work within professional development and Cultural Connects lessons.

**Evaluation Data Sources:** STAAR scores and climate survey.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct privilege walk with staff to understand the cultural and diverse backgrounds of students and staff. <b>Strategy's Expected Result/Impact:</b> Increase awareness of culturally diverse student and staff population. <b>Staff Responsible for Monitoring:</b> Administration Student Services  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Recruit and attract diverse, highly qualified teaching and support staff. <b>Strategy's Expected Result/Impact:</b> Hire and retain a culturally diverse staff that mirrors our student population. <b>Staff Responsible for Monitoring:</b> Administration  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students.

**Performance Objective 10:** Social and Emotional Learning as well as Equity, Diversity, and Inclusion topics will be incorporated into weekly lesson activities during the advisory period.

**Evaluation Data Sources:** Decrease number of bullying incidences reported.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Second Step Curriculum will be facilitated during Wednesdays of our Advisory program activities. <b>Strategy's Expected Result/Impact:</b> Decrease office referrals Decrease bullying reports <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.5, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students.






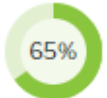
**Performance Objective 11:** Attendance at AVID conference to train more staff on research-based strategies that so that all students can achieve at high levels.








**Evaluation Data Sources:** STAAR scores, attendance and discipline data.

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

**Performance Objective 1:** Educate community and students on Career and Technical CTE pathways.

**Evaluation Data Sources:** % of students qualifying for license and/or certification

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Present CTE pathways and licensing and certification opportunities during parents nights. <b>Strategy's Expected Result/Impact:</b> Principal's or counselor's presentations during parent/PTA meetings <b>Staff Responsible for Monitoring:</b> Principal CTE Teachers Counselors  <b>Title I:</b> 4.1, 4.2 <b>- TEA Priorities:</b> Connect high school to career and college <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Explain CTE pathways and licensing and certification opportunities during Spring Course Registration. <b>Strategy's Expected Result/Impact:</b> Increase in CTE enrollment and increase in license and certification. <b>Staff Responsible for Monitoring:</b> Principal Counselors  <b>Title I:</b> 4.1 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				











Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Promoting GT and Pre-AP requirements through Magnet Marketing Night to assist parents in understanding the state's academic content and magnet school requirements. <b>Strategy's Expected Result/Impact:</b> Increased enrollment in the 2021-2022 School Year for Pre-AP, AP & GT. <b>Staff Responsible for Monitoring:</b> Principals Magnet Staff Pre-AP, AP & GT Teachers  <b>Title I:</b> 2.5, 4.1, 4.2 - <b>TEA Priorities:</b> Connect high school to career and college -	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 2:** Implement Naviance program and 6 year plans for all 7th and 8th grade students.











**Evaluation Data Sources:** Completion of plans for all 7th and 8th grade students.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Counselors will utilize and discuss Naviance program with 7th and 8th grade students. <b>Strategy's Expected Result/Impact:</b> Completion of Naviance activities and student aware of college admissions and college options. <b>Staff Responsible for Monitoring:</b> Counselors  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Counselors will develop 6 year plans with all 8th grade students. <b>Strategy's Expected Result/Impact:</b> All 8th grade students will have a 6 year plan developed as they transition to high school. <b>Staff Responsible for Monitoring:</b> Counselors Administrators  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% 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 3:** Implement TTESS walk through forms.

**Evaluation Data Sources:** Qualitative walk through data.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Improve classroom instruction by implementing TTESS walk throughs to give teachers timely feedback to adjust instruction.  <b>Strategy's Expected Result/Impact:</b> Increased satisfaction on Staff Survey.  Retained Documentation in Performance Matters <b>Staff Responsible for Monitoring:</b> Principals Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide Rolling Workshop on professional and student growth goal setting to provide a deeper understand of the TTESS process.  <b>Strategy's Expected Result/Impact:</b> Positive response on staff survey results in the area of TTESS. <b>Staff Responsible for Monitoring:</b> Administration	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:** Continue development of PLC teams in the areas of TEK deconstruction, alignment, rigor, formative assessment, and data driven instruction.

**Evaluation Data Sources:** Completion of training  
Evidence of use during design time

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will be provided training on TEKS deconstruction at district wide staff development. <b>Strategy's Expected Result/Impact:</b> Increased CBA and STAAR scores Concise and intentionally produced lesson plans. <b>Staff Responsible for Monitoring:</b> Principals Instructional Coaches Curriculum Specialists  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 50%	<div><div></div></div> 50%	<div><div></div></div> 80%	
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

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













**Performance Objective 5:** Increase enrollment and performance as well as retain current students in Pre-Advanced Placement and Gifted and Talented Programs.

**Evaluation Data Sources:** Enrollment data will meet or exceed district average for Pre advanced placement courses and gifted and talented programs.

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

**Performance Objective 6:** Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning.










**Evaluation Data Sources:** Google survey results, teacher and student utilize digital citizenship skills.

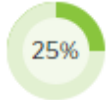










Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize Rolling Faculty Meetings for professional development with the IT specialist to increase the use of technology integration in classrooms. <b>Strategy's Expected Result/Impact:</b> Increase number of lessons that incorporate the SAMR language with students. <b>Staff Responsible for Monitoring:</b> Administration Technology Specialist.  <b>Funding Sources:</b> - 199 - General Fund - \$200	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Incorporate 1:1 technology to assist technology learning. <b>Strategy's Expected Result/Impact:</b> Implementation of technology plan and increased performance on state assessments. <b>Staff Responsible for Monitoring:</b> Administration Technology Specialist All Instructional Staff  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Participate in Dynamic Learning Project to integrate technology purposefully through support of coaching fellow, Google for Education, Digital Promise, and the EdTech Team. <b>Strategy's Expected Result/Impact:</b> Transition to a daily use of technology for academics will be seamless for teachers and students. <b>Staff Responsible for Monitoring:</b> Administration Google Fellow  <b>Funding Sources:</b> - 199 - General Fund	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 7:** Improve student performance and ensure WWJH is rated "Met Standard".

**Evaluation Data Sources:** Meet or exceed performance growth goals; WWJH will meet Standard

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Schedule twilight camps that focusing on math, reading, writing, science and social studies. ELL and special education will also be a focus. <b>Strategy's Expected Result/Impact:</b> Increase % growth measure in our Hispanic, Asian, SPED and ELL populations. <b>Staff Responsible for Monitoring:</b> Math, Science, ELAR, Social Studies, ESL and Special education teachers Administration Instructional Coach  <b>Funding Sources:</b> - 199 - General Fund - \$4,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue addressing the 4 questions of a PLC to drive design team planning sessions. <b>Strategy's Expected Result/Impact:</b> Increase in STAAR scores and passing grade rates. TTESS Walk Through. <b>Staff Responsible for Monitoring:</b> Math, Science, ELAR and Social Studies Teachers Special Education and ESL Teachers Instructional Coach Administration  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Encourage the use of AVID strategies in all content areas to address literacy. <b>Strategy's Expected Result/Impact:</b> Increase in STAAR scores and classroom observations. <b>Staff Responsible for Monitoring:</b> Administration Instructional Coach  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Implement quarterly data report and CIP progress evaluation. <b>Strategy's Expected Result/Impact:</b> Attainment of performance growth goals and completion of CIP strategies. <b>Staff Responsible for Monitoring:</b> Administration  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Monitor dropout rates and graduation rates and share with staff. Implement failure conferences with students at risk of dropping out. <b>Strategy's Expected Result/Impact:</b> Increase in grades and decrease in dropouts. <b>Staff Responsible for Monitoring:</b> Administration Counselors Instructional Coach Department Chairs  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Utilize STEM scopes in Science classrooms. <b>Strategy's Expected Result/Impact:</b> Increase STAAR scores in Science with specific emphasis on SPED/ESL and ECON DIS populations. <b>Staff Responsible for Monitoring:</b> Science Department Administration  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Implement STAAR prep booklets for Math that were purchased last year. <b>Strategy's Expected Result/Impact:</b> Increase Math STAAR scores <b>Staff Responsible for Monitoring:</b> Math Department Chair Math Instructional Coach  <b>Title I:</b> 2.4, 2.6 <b>- Additional Targeted Support Strategy</b>	Formative			Summative
	Nov	Jan	Mar	June
		N/A		








Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Target missed state system safeguards in all identified areas <b>Strategy's Expected Result/Impact:</b> Increase the percentage of indicators met in the areas of Hispanic, Asian, SPED and ELL populations. <b>Staff Responsible for Monitoring:</b> Administration District C&I  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Ongoing staff development on meeting the needs of our Long term ESL students (LTELs). <b>Strategy's Expected Result/Impact:</b> Increase growth measures and TELPAS scores on our 6+ ESL students. <b>Staff Responsible for Monitoring:</b> Administration Executive Director of ESL	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Implement TX NSI program <b>Strategy's Expected Result/Impact:</b> Increase in students enrolled in PreAP math classes <b>Staff Responsible for Monitoring:</b> Admin Math Teachers  <b>Title I:</b> 2.4, 2.5, 2.6, 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
<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 8:** Gifted and Talented Professional Development Hours and Certificate.










**Evaluation Data Sources:** Professional development audit of teacher completion.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Gifted and Talented, Advanced Placement and Pre Advanced Placement Teachers will complete requirements for certification.  <b>Strategy's Expected Result/Impact:</b> Record of highly qualified status of teacher, their teaching position, the course they teach and their service record. <b>Staff Responsible for Monitoring:</b> Principals  GT, AP and PreAP teachers  <b>Funding Sources:</b> - 199 - General Fund	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 9:** Improve campus AVID program







**Evaluation Data Sources:** Evaluation of AVID events and program enrollment.







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct AVID Site Team Meetings to discuss incentives to encourage participation and retention of students from 7th to 8th grade. <b>Strategy's Expected Result/Impact:</b> 85 and Up Club increased retention numbers in 8th grade AVID <b>Staff Responsible for Monitoring:</b> Principals Counselors AVID Site Team  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> School wide binder system will be implemented through advisory program. <b>Strategy's Expected Result/Impact:</b> Increase AVID enrollment Decrease failure rates. <b>Staff Responsible for Monitoring:</b> Administration Leadership teachers  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	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 10:** Increase student performance for the following student groups; Special Education, English as Second Language and other student groups identified in needs of improvement.

**Evaluation Data Sources:** 100% of identified students meet campus growth goals.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> ELA block classes to utilize new ELAR TEKS with a focus on balanced literacy. <b>Strategy's Expected Result/Impact:</b> Increase performance in Reading and Writing on state assessments. <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Addition of a Math Specialist to assist with interventions and remediation as well as classroom teacher support. <b>Strategy's Expected Result/Impact:</b> Math growth goal of 11% will be met. <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Funding Sources:</b> Math specialist salary - 211 - Title I, Part A - \$68,000	Formative			Summative
	Nov	Jan	Mar	June
				












Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Addition of a Science Specialist to assist with interventions and remediation as well as classroom teacher support. <b>Strategy's Expected Result/Impact:</b> Science growth goal of 9% will be met. <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Funding Sources:</b> Salary for Science Specialist - 211 - Title I, Part A - \$68,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Remediation and Intervention time built into daily schedule to focus on timely interventions to students who are struggling. <b>Strategy's Expected Result/Impact:</b> The following growth goals will be met: Reading 11% Math 11% Writing 13% Science 9% Social Studies 9% <b>Staff Responsible for Monitoring:</b> Administration Content specialists  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				








Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Purchase and implement Everyday English Plus as a tool for language acquisition and development. <b>Strategy's Expected Result/Impact:</b> Increase number of students who progress by one level on TELPAS each year and increase in STAAR scores. <b>Staff Responsible for Monitoring:</b> Administration ESL director  <b>Title I:</b> 2.6 -  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	<div><div></div>5%</div>	
<div><div><div><div></div></div>0% No Progress</div><div><div><div></div></div>100% Accomplished</div><div><div><div></div></div>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div>				

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

**Performance Objective 1:** Hire certified, qualified and dedicated staff from different cultural and ethnic backgrounds.

**Evaluation Data Sources:** Increase in diverse demographic representation in RISD hiring.







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implementation of a successful mentoring program that ensures all new teachers, as well as veteran teachers desire to continue their careers at WWJH. <b>Strategy's Expected Result/Impact:</b> Teacher turnover rate shall not exceed the district average of 17%. <b>Staff Responsible for Monitoring:</b> Administrators  <b>Funding Sources:</b> - 199 - General Fund - \$200	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All new teachers will be assigned a mentor to ensure all new teachers desire to continue their careers at WWJH. <b>Strategy's Expected Result/Impact:</b> Decrease in the number of new teachers leaving WWJH to seek employment elsewhere. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement a screening and interviewing process that is equitable to all cultural and ethnic backgrounds. <b>Strategy's Expected Result/Impact:</b> Increase in staff diversity on campus. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Implement, recruit and hire high performing staff utilizing the RISD Teacher Profile. <b>Strategy's Expected Result/Impact:</b> Increase in teacher retention and positive responses on campus survey. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Monthly campus ILT meetings will be utilized to track and develop school wide goals. <b>Strategy's Expected Result/Impact:</b> Increase positive responses on campus climate survey. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Front office survey for parents when they visit WWJH. <b>Strategy's Expected Result/Impact:</b> Increase positive results collected from survey data. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
		N/A		
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Weekly shoutouts to staff members in our weekly newsletter to reward quality personnel. <b>Strategy's Expected Result/Impact:</b> Increase positive results from staff survey data. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
		N/A		
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				








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

**Performance Objective 2:** Provide necessary professional development to successfully implement the 2020 Vision.

**Evaluation Data Sources:** Increase in positive response rate by staff on professional development session evaluation sessions (TNL Evaluation)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will continue to receive ongoing staff development to support TRS/Lead4ward activities. <b>Strategy's Expected Result/Impact:</b> Increase in overall student performance on local and state assessments in Reading and Writing scores. <b>Staff Responsible for Monitoring:</b> Administrators, IC, District Language Arts Specialist  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will be trained on incorporating differentiated instructional strategies in their classrooms. <b>Strategy's Expected Result/Impact:</b> Students moving from Tier II to Tier I. Teachers include evidence of differentiation in lesson plans. <b>Staff Responsible for Monitoring:</b> Administrators, IC, District C&I  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continue to provide professional development for instructional staff to support students with disabilities and all other learning needs. <b>Strategy's Expected Result/Impact:</b> Agendas Performance growth goals Improved teacher feedback Improved student performance <b>Staff Responsible for Monitoring:</b> Administrators ILT Special education team	Formative			Summative
	Nov	Jan	Mar	June
				














Strategy 4 Details		Reviews			
<b>Strategy 4:</b> We will utilize the district walk through form to give intentional, specific feedback for teacher growth. <b>Staff Responsible for Monitoring:</b> ICs and administrative team		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

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

**Performance Objective 3:** Seek employee input and feedback.

**Evaluation Data Sources:** Teacher retention will be equal to or less than district average; Increase in positive response rate of staff in staff survey responses

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Campus webmaster will create an updated and user friendly school website that will include instructions to find the CIP and the district's teacher profile. <b>Strategy's Expected Result/Impact:</b> Increase awareness of school goals by all stakeholders. <b>Staff Responsible for Monitoring:</b> Principal, Webmaster  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Individual departments will be recognizing staff members each month. Staff members will be provided an opportunity to participate in various moral boosting activities throughout the school year. <b>Strategy's Expected Result/Impact:</b> Decrease teacher turnover rate. <b>Staff Responsible for Monitoring:</b> Administrators Instructional Coaches  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Identify and utilize campus surveys to develop campus goals. <b>Strategy's Expected Result/Impact:</b> Increase in campus goals and growth toward Vision 2020. <b>Staff Responsible for Monitoring:</b> Administration  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
		N/A		

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> New teacher feedback on Mentor program and New Teacher Academy feedback. <b>Strategy's Expected Result/Impact:</b> Increase teacher retention rates. <b>Staff Responsible for Monitoring:</b> Mentor Lead/Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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







**Performance Objective 4:** New teacher mentor program will provide professional development in a timely and relevant manner throughout the year.








**Evaluation Data Sources:** New teacher growth evident on walk-through and TTESS

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

**Performance Objective 1:** Enhance communication between all stakeholders with a variety of media communication resources.

**Evaluation Data Sources:** Increase positive response rate by parent/community in meeting attendance and/or survey results.







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Launch of new school website that is more user friendly and up to date. <b>Strategy's Expected Result/Impact:</b> Improved communication within the school community. <b>Staff Responsible for Monitoring:</b> Administration Library Media Specialist  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ongoing communication and education regarding 1:1 implementation and Digital Learning Program. <b>Strategy's Expected Result/Impact:</b> Increased engagement in classrooms with effective use of technology. <b>Staff Responsible for Monitoring:</b> Administration Digital Learning Coach  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implementation of parent newsletter to connect and engage community with our school <b>Strategy's Expected Result/Impact:</b> Updated Facebook, Twitter and School Website.  Daily announcement links posted on website.  Communication through PTA eNews  Launch of Parent Newsletter <b>Staff Responsible for Monitoring:</b> Administration Library Media Specialist Digital Coach Communication Action Team  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	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 2:** Parent Engagement opportunities







**Evaluation Data Sources:** Increase positive response rate by parent/community in groups meetings and/or survey results.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement front office survey to promote growth and customer service mindset within our support staff. <b>Strategy's Expected Result/Impact:</b> Increase positive perception of school through parent responses from survey. <b>Staff Responsible for Monitoring:</b> Administration  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
		N/A		
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> End of Year celebration <b>Strategy's Expected Result/Impact:</b> Positive school climate and increase volunteer opportunities for parents to be involved in school events. <b>Staff Responsible for Monitoring:</b> Administration PTA Staff  <b>Funding Sources:</b> - 199 - General Fund	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 3:** Business community partnerships

**Evaluation Data Sources:** Increase of positive response rate from internal/external stakeholders on surveys.






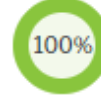





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Partnership with In/Out Burger/Chipolte and Cane's for school fundraisers and partnerships. <b>Strategy's Expected Result/Impact:</b> Increase in community involvement. <b>Staff Responsible for Monitoring:</b> PTA/Administration  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				



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

**Performance Objective 4:** PTA partnerships











**Evaluation Data Sources:** Increase in membership to 100%.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Faculty will join PTA <b>Strategy's Expected Result/Impact:</b> 100% staff participation <b>Staff Responsible for Monitoring:</b> Executive Secretary/Principal  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Faculty participation in PTA meetings <b>Strategy's Expected Result/Impact:</b> Increase attendance from faculty at all PTA meetings. <b>Staff Responsible for Monitoring:</b> Administration  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Feeder pattern PTA membership <b>Strategy's Expected Result/Impact:</b> Principal will be member of feeder pattern PTA's. <b>Staff Responsible for Monitoring:</b> Principal  <b>Funding Sources:</b> - 199 - General Fund	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 5:** Increase programs to encourage parental engagement and activities.

**Evaluation Data Sources:** Increase of positive responses from parent survey.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Monthly principal meetings with Westwood community to seek input from parents in the development of the parental involvement policy and school- parent compact. <b>Strategy's Expected Result/Impact:</b> Increase attendance at parent meetings and collaborative development of parent involvement policy and school parent compact. <b>Staff Responsible for Monitoring:</b> Principal  <b>Funding Sources:</b> Funds to copy any materials needed for meetings. - 199 - General Fund - \$100	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Multicultural night in January to promote and assist parents in understanding the cultural awareness within our school. <b>Strategy's Expected Result/Impact:</b> Attendance and positive feedback from attendees. <b>Staff Responsible for Monitoring:</b> Administration All staff  <b>Funding Sources:</b> Funds to purchase supplies and materials to promote event. - 199 - General Fund - \$300	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide Spring Assemblies for incoming 7th graders to provide resources and education for parents. <b>Strategy's Expected Result/Impact:</b> Increased attendance of parents and positive feedback from attendees. <b>Staff Responsible for Monitoring:</b> Parent Involvement Liaison Administration  <b>Funding Sources:</b> - 199 - General Fund	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 6:** Increase Parent Survey Results








**Evaluation Data Sources:** Increase in parent respondents on survey results.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increase the number of respondents on the parent survey to increase involvement from parents to evaluate the school wide programs through Ed Connect calls, PTA meetings and emails, open computer labs, and raffling off a prize to the students whose parents filled out the survey.  <b>Strategy's Expected Result/Impact:</b> Increased parent participation in the survey. <b>Staff Responsible for Monitoring:</b> Administrators Librarian and Librarian Aide  <b>Funding Sources:</b> - 199 - General Fund - \$100	Formative			Summative
	Nov	Jan	Mar	June
		N/A		
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

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

**Performance Objective 7:** Increase campus participation and partnerships with PTA.








**Evaluation Data Sources:** End of year campus PTA report.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Attend all council of PTA meetings to involve all stakeholders in a shared partnership and mutual responsibility for student learning. <b>Strategy's Expected Result/Impact:</b> Attendance at all meetings <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Raffle for prizes for staff attendance at PTA meetings to build relationships among families and school staff to foster trust and collaboration. <b>Strategy's Expected Result/Impact:</b> Increase participation from staff at PTA meetings <b>Staff Responsible for Monitoring:</b> Administration PTA  <b>Funding Sources:</b> Funds to purchase prizes - 199 - General Fund - \$500	Formative			Summative
	Nov	Jan	Mar	June
		N/A		
<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 8:** Utilize district walk through form to give intentional, specific feedback for teacher growth.

**Evaluation Data Sources:** Feedback from teachers and walk through dashboard

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement new walk thru form and analyze results from data to give teachers frequent and specific feedback to increase thier TIER 1 instruction effectiveness. <b>Strategy's Expected Result/Impact:</b> Decrease number of students receiving TIER II interventions. <b>Staff Responsible for Monitoring:</b> Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

**Performance Objective 1:** Title 1 funding will be utilized to support our mission.

**Evaluation Data Sources:** District and State Testing Results

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All in Learning will be purchased to assist teachers to monitor effective Tier 1 instruction and student growth. <b>Strategy's Expected Result/Impact:</b> Closing the achievement gap in all sub populations on all district and state assessments. <b>Staff Responsible for Monitoring:</b> Administration Department Heads Instructional Coaches  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Attendance at Solution Tree RTI conference to build capacity of our leadership to understand how to effectively create and implement a MTSS at our campus. <b>Strategy's Expected Result/Impact:</b> Increase performance on state and district assessments. <b>Staff Responsible for Monitoring:</b> Administration Instructional Coaches Department Chairs  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Funding Sources:</b> Substitutes - 211 - Title I, Part A - \$1,425	Formative			Summative
	Nov	Jan	Mar	June
		N/A		



No Progress



Accomplished



Continue/Modify
















Discontinue

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

**Performance Objective 2:** We will work to ensure that all staff are fully educated on the proper handling of money and fiscal resources that we will use to support our mission.

**Evaluation Data Sources:** Audit, transparency with budget, accounting, correct compliance paperwork








Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Westwood JH will provide training and support for all staff who interact with money and the processing of the school budget to ensure proper procedures are followed. There will be trainings in the fall and spring and reminders of proper handling throughout the year. <b>Strategy's Expected Result/Impact:</b> All staff will remain in compliance when handling money and school resources. <b>Staff Responsible for Monitoring:</b> Executive assistant, principal  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Westwood JH will ensure that all school resources spent will be focused on school outcomes and teacher moral and retention. <b>Strategy's Expected Result/Impact:</b> All staff will remain in compliance with resources that are intentionally spent in the appropriate areas. <b>Staff Responsible for Monitoring:</b> Admin, Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide training and support for all support staff processing POs, sub payment, etc to ensure staff are following proper policies and procedures. <b>Strategy's Expected Result/Impact:</b> Responsible money handling that follows all federal & state laws and TEA code of ethics <b>Staff Responsible for Monitoring:</b> Principals Executive Assistant	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:** Hold "I know what to do day" in October, December, January and April and conduct WWJH Safety Week through Advisory period.














**Evaluation Data Sources:** Positive response rate from student, teacher and staff survey.  
Quarterly communication to families and community through the Westwood Wire.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Students will participate in activities in October, November, January and March to ensure they are prepared to act in the event of an emergency. <b>Strategy's Expected Result/Impact:</b> Positive results on parent, student and staff survey in the area of safety and security. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

**Performance Objective 2:** Students, staff and parents will be educated in new safety protocols and understand the impact that they have on learning.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Information videos will be created by administration and police officer to stress the importance of the new safety protocols as well as the importance of safety drills. <b>Strategy's Expected Result/Impact:</b> Positive response on student, staff and parent survey in the areas of safety on campus. <b>Staff Responsible for Monitoring:</b> Administration  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Parents will be notified via Blackboard connect, school website, newsletter and social media sites to be informed when safety drills are conducted. <b>Strategy's Expected Result/Impact:</b> Increase awareness of safety expectations on campus as well as positive response on student, staff and parent survey in the areas of safety on campus. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Monthly safety drills will be implemented as well as review of protocols after drill is conducted. <b>Strategy's Expected Result/Impact:</b> Positive response on parent, student and staff survey results in the area of school safety. <b>Staff Responsible for Monitoring:</b> Administration  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Update CIP quarterly to show completion	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Implement Safety Week (August 29-September 2) participating in Evacuate, Hold and Secure, Lockdown, Shelter in Place, and Fire Drills. <b>Strategy's Expected Result/Impact:</b> Improved comfort and participation with drills and overall safety of staff and students <b>Staff Responsible for Monitoring:</b> Principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Create a system to ensure all visitors are Raptor'd <b>Strategy's Expected Result/Impact:</b> Any visitor entering the building will have a visible printed badge <b>Staff Responsible for Monitoring:</b> Principals Office Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Implement district/campus Dress Code Policy and Cell Phone policy. <b>Strategy's Expected Result/Impact:</b> Create a safe and effective learning environment free of distraction <b>Staff Responsible for Monitoring:</b> Principals & Staff	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Carolan Knight	Math IC	Math	1.0
Cheri Thompson	Science IC	Science	1.0