

**Navarro Independent School District**  
**Navarro Junior High School**  
**2017-2018 Campus Improvement Plan**

**Accountability Rating: Met Standard**

**Distinction Designations:**  
Academic Achievement in Social Studies  
Postsecondary Readiness



Navarro ISD  
Where Excellence is the Standard...

**Public Presentation Date:** December 18, 2017

# Vision

Navarro ISD provides a safe and positive environment, cultivating creative problem solvers that make sound, ethical decisions.

We value relationships

We engage learners

We foster resilience and confidence

We encourage forward thinking

# Navarro ISD Board Goals 2016

Goal 1: NISD will provide modern and inviting facilities that inspire a learning community.

Indicators of Success:

Adequate space for a growing population  
Expanded technology infrastructure  
Safe learning environment with enhanced security measures

Goal 2: NISD will foster and support a professional learning community that attracts and develops a diverse staff that engages all students.

Indicators of Success:

Competitive compensation  
Foster team attitude for continuous improvement with collaboration at grade, campus, and district levels  
Regular integration of technology in instruction

Goal 3: NISD will meet individual academic needs, challenging students to their highest potential and developing college and career readiness.

Indicators of Success:

Course offerings, strategies, and extracurricular activities that meet the needs of individual students and prepare them for the 21st century workforce  
Continuous improvement in all four indices of the state accountability system  
Effective communication within the district and campus and between the classrooms and the home.  
Effective counseling and K-12 instruction that addresses soft skills and work ethic  
Increase rigor in the classroom to help level out the disparities between grades and campuses.

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Navarro Jr. High is located in Geronimo, Texas. The Jr. High is comprised of 7th and 8th grade students with a total enrollment of 340 students. The ethnic break down for our campus is as follows, White 50.2%, Hispanic 45.3%, African American 2.6%, American Indian 0.0%, two or more races 1.6 %. The Economically disadvantaged population is at 27.4%. The Special Education population is at 14%. The At-Risk population is at 38.1%. NJH had an attendance rate of 97%. The students are served by a total of 22 teachers with various years of experience. Beginning teachers make up 8.9% of the teaching staff. Teachers with 1 to 5 years of experience make up 30% of the total staff. Teachers with 6 to 10 years make up 21.8% of the staff. Teachers with 11 to 20 years experience make up 20.5 % of the staff. Teachers with over 20 years of experience make up 18% of the staff. The student to teacher ratio is 17 to 1.

### Demographics Strengths

Teachers at NJH work diligently to provide students with meaningful instruction that will challenge them in a supportive and positive learning environment. NJH received a rating of Met Standard on the Texas State Accountability System. NJH also received two Distinction Designations in the areas of Academic Achievement in Social Studies and Post Secondary Readiness. Some of our strengths include the following:

1. Growing population
2. Retention of Highly Qualified staff
3. Low student retention rate
4. Continue to service our growing ESL population with a Certified Bilingual Education Teacher. She will assist with language acquisition.
5. Our PTO organization continues to grow and be involved in our campus activities.
6. NJH continues to offer our students opportunities to gain HS credit while in JH.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** Only 45% of our Economically Disadvantaged students passed the Social Studies STAAR Test **Root Cause:** Our Economically Disadvantaged population is growing faster than we can train our staff on effective strategies for serving Economically Disadvantaged students.

## Student Academic Achievement

### Student Academic Achievement Summary

In 2016-2017 NJH posted scores that were higher than the state average in most areas tested. NJH Met Standard in all areas, including Student Achievement, Student Progress, Closing the Achievement Gap and Post Secondary Readiness. In planning for the 2017 - 2018 school year, the goals is for campus testing scores to stay above the state averages as well as increase our passing rate to 90% in all tested areas. We would also like to see our sub populations performance increase their passing rate in all tested areas.

### Met Standard Scores - 7th and 8th Grade

<b>7th Grade Reading</b>	<b>STAAR 2016 Performance</b>	<b>STAAR 2017 Performance</b>
All Students	84%	81% (-3)
Hispanic	87%	78% (-9)
White	81%	85% (+4)
Economically Disadvantaged	69%	61% (-8)

<b>7th Grade Writing</b>	<b>STAAR 2016 Performance</b>	<b>STAAR 2017 Performance</b>
All Students	84%	82% (-2)
Hispanic	86%	79% (-7)
White	81%	85% (+4)
Economically Disadvantaged	76%	66% (-10)

<b>7th Grade Math</b>	<b>STAAR 2016 Performance</b>	<b>STAAR 2017 Performance</b>
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All Students	90%	81% (-9)
Hispanic	90%	75% (-15)
White	91%	86% (-5)
Economically Disadvantaged	88%	61% (-27)

<b>8th Grade Reading</b>	<b>STAAR 2016 Performance</b>	<b>STAAR 2017 Performance</b>
All Students	94%	94%
Hispanic	93%	94% (+1)
White	96%	93% (-3)
Economically Disadvantaged	92%	84% (-8)

<b>8th Grade Science</b>	<b>STAAR 2016 Performance</b>	<b>STAAR 2017 Performance</b>
All Students	82%	84% (+2)
Hispanic	81%	79% (-2)
White	82%	90% (+8)
Economically Disadvantaged	78%	73% (-5)

<b>8th Grade Social Studies</b>	<b>STAAR 2016 Performance</b>	<b>STAAR 2017 Performance</b>
All Students	68%	73% (+5)
Hispanic	59%	67% (+8)
White	76%	78% (+2)
Economically Disadvantaged	59%	45% (-14)

<b>8th Grade Algebra I</b>	<b>STAAR 2016 Performance</b>	<b>STAAR 2017 Performance</b>
All Students	100%	100%
Hispanic	100%	100%
White	100%	100%
Economically Disadvantaged	100%	100%

<b>8th Grade Math</b>	<b>STAAR 2016 Performance</b>	<b>STAAR 2017 Performance</b>
All Students	85%	92% (+7)
Hispanic	87%	94% (+7)
White	84%	89% (+5)
Economically Disadvantaged	80%	89% (+9)

### **Student Academic Achievement Strengths**

Along with meeting expectations in all areas, the students improved performance in the area of Social Studies which had been an area of concern. NJH also received two distinctions in the areas of Academic Achievement in Social Studies and Postsecondary Readiness. Our students also had improved performance on the Master's Grade Level in all tested areas. The Algebra I students also performed well with a 100% passing rate on the test.

### **Problem Statements Identifying Student Academic Achievement Needs**

**Problem Statement 1:** Economically Disadvantaged had a 45% passing rate on the Social Studies exam which caused us to miss the system safeguard in SS. We would like to improve our performance to 70% by this group. **Root Cause:** Our Economically disadvantaged population has grown faster than the district can train staff on effective instructional strategies for economically disadvantaged students.

**Problem Statement 2:** STAAR performance in all subject areas for Economically Disadvantaged students dropped 5-27? **Root Cause:** Our Economically Disadvantaged population is growing at a pace faster than we can train our staff members.



**Problem Statement 3:** Hispanic students performance in all subject areas at the 7th grade level dropped 7-15% **Root Cause:** Our Hispanic population is growing faster than we can train our teachers

**Problem Statement 4:** Reading and Writing performance at the 7th grade level dropped 7-10 % **Root Cause:** Our population grew approximatley 10%, this is faster than we can add additional staff to meet our needs.

## School Processes & Programs

### School Processes & Programs Summary

Navarro ISD strives to provide a cohesive sequence of instruction to students based on individualized instructional needs. To assist teachers, administrators, parent and community members in understanding the flow of instructional content, Navarro ISD is a partner of the Texas Curriculum Management Cooperative and uses the TEKS Resource System as a foundation for the district curriculum. The Teks Resource System does not provide scripted instructional lessons, but does provide a sequence for study along with various resources, unit guides, vertical alignment resources and formative assessment tools. The TEKS Resources System provides a Scope and Sequence and Instructional Focus Documents for each grade level and content area to help frame the lesson and ensure that TEKS are covered in the classroom according to the depth and intensity designed by the State of Texas. NJH also uses Eduphoria Aware to house and analyze student testing and academic performance. The reporting feature of Aware allows teachers to review in-district assessment performance. The staff also uses resources provided by Lead4ward to help review and analyze data for instructional planning. The combination of the three curriculum resources provides teachers with the data tools necessary to design engaging lessons targeted at the highest needs. NJh also participated in Explicit Instructional training to assist with lesson design that promotes classroom management and engagement.

NJH also uses MAP (Measures of Academic Progress) assessments. The assessments are univesal screeners that in a short time frame idenify what students are ready to learn at the beginning, middle and end of a school year. This diagnostic tool provides instructional goals by students and helps identify instructional gaps among students, classes and content areas. These assessments are used in combination with STAAR, classroom assessment data and Professional Learning communities to help make sound instructional decisions focused on student needs.

### School Processes & Programs Strengths

The faculty, staff and students at NJH create a welcoming and safe environment for all of our students and staff. Our environment allows us to recruit and retain highly qualified staff. This environment also helps our students and staff flourish in the leaning process. All of the staff is data analysis tools, Teks resources and opportunities for staff development with contributes to a positive environment and allows us to retain both students and staff. Staff members are involved in Professional Learning Communities to assist with vertical and horizontal alignment of curriculum and curriculum resources.

### Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** Our student enrollment in our ESL program has increased 800% in the last 3 years, creating a need for ESL certified teachers. **Root Cause:** Our population has grown faster than we can add additional staff members.

## **Perceptions**

### **Perceptions Summary**

NJH values strong working relationships with our stakeholders. We continue to work to provide our students with facilities that are inviting and inspire a learning community. We value and want to attract a diverse staff that engages our student and we want to meet the needs of all of our students. NJH provides a culture that is positive and welcoming to all of our students and community members. NJH works with several organizations to help our students make sound decisions and maintain a safe environment. These organizations include Texas School Safety Center, Guadalupe County Sheriff's Office, Austin Lifeguard.

### **Perceptions Strengths**

The faculty, staff and students at NJH create a welcoming and safe environment for all of our stake holders. This type of environment allow us to recruit and retain highly qualified staff members. This type of environment also contributes to the learning process as students are comfortable and allows the learning process to flourish. Our PTO has been active this year and will continue to make contributions to our campus. Our staff members are excited about the addition of the PTO group.

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

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

## Accountability Data

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

## Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- Section 504 data
- Dyslexia Data

### **Student Data: Behavior and Other Indicators**

- Attendance data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject

### **Employee Data**

- Staff surveys and/or other feedback
- Highly qualified staff data
- PDAS and/or T-TESS

### **Parent/Community Data**

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

### **Support Systems and Other Data**

- Communications data

# Goals

**Goal 1: Make significant progress toward increased student achievement while meeting and exceeding standards in all domains of the state accountability system.**

**Performance Objective 1:** By the end of 2018, NJHS will increase student achievement by 5% for all population groups on state assessments.

**Evaluation Data Source(s) 1:**







**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
<b>System Safeguard Strategy</b> <b>PBMAS</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 7 1) Utilize Student Support Committee process to identify needs for individual students and focus intervention efforts.	Counselor					
Problem Statements: Student Academic Achievement 1 Funding Sources: Local Funds - \$0.00						
<b>PBMAS</b> <b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7 2) Ensure that eligible students receive dyslexia, ESL, GT, 504, and special education services and/or accommodations. Ensure that teachers in key academic areas are certified in ESL	Principal Counselor Classroom Teachers Dyslexia Specialist, Chief Instructional Officer					
Problem Statements: Student Academic Achievement 4 Funding Sources: Local Funds - \$0.00						
3) Identify migrant students and provide information to ESC 13 so they can receive appropriate services.	PEIMS Clerk; Chief Instructional Officer					
<b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 7 4) Provide core teachers with training opportunities in Developing instructional objectives, STAAR strategies and differentiating strategies.	Principal ESC 13					
Problem Statements: Demographics 1 - Student Academic Achievement 1, 2, 3, 4 Funding Sources: Local Funds - \$0.00, Title II Funds - \$0.00						

5) Utilize Eduphoria: diagnostic/prescriptive software program used to identify/intervene with students at risk of failing STAAR.	Principal				
	Funding Sources: Local Funds - \$0.00				
6) Teachers will utilize WebCat, STAAR Test Maker, and Eduphoria to assist in developing rigorous unit tests and benchmarks.	Teachers; Chief Instructional Officer				
	Funding Sources: Local Funds - \$0.00				
<p align="center"><b>System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 4</p>	Principal				
	<p>7) Provide tutorial options during the school day for students who are identified as at risk of failing the subject or STAAR test.</p> <p>Problem Statements: Demographics 1 - Student Academic Achievement 1, 2, 3, 4</p> <p>Funding Sources: SCE Funds - \$0.00, Local Funds - \$0.00</p>				
8) Provide learning lab for academic assistance.	Principal				
	Funding Sources: SCE Funds - \$0.00, Local Funds - \$0.00				
9) Teachers will utilize Eduphoria to collect test data.	Principal				
	Funding Sources: Local Funds - \$0.00				
<p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 4 CSF 7</p>	Principal; Core Teachers				
	<p>10) All students who have not passed STAAR or have failing grades will receive intensive remediation during scheduled tutorials.</p> <p>Funding Sources: Local Funds - \$0.00, SCE Funds - \$0.00</p>				
11) NJH will continue to offer advanced classes in ELA, Science and Math. NJH will also offer courses that allow students to earn High School Credit, such as Speech, Health as well as The Principals of Informational Technology, Art I, Spanish and German, as well as Theatre I. NJH will provide all students with college and career readiness content.	Principal; Math/ELA/Science 8th Grade Teachers				
	Funding Sources: Local Funds - \$0.00				
12) NJH will utilize a functional academics class to service our Special Ed to service the students who need to develop functional skills.	Teachers; Director of Special Ed; Principal				
	Funding Sources: Local Funds - \$0.00				
13) NJH will develop and implement an assessment calendar. Teachers who teach common subjects will also have common assessments and lessons	Principal				
	Funding Sources: Local Funds - \$0.00				
14) NJH will utilize the Think Through Math, IXL and Compass Learning for STAAR remediation.	Teachers				

15) NJH will implement a tutorial schedule 2 days per week and resource class to help our special education population succeed at the STAAR Exam.	Principal Teachers					
	Funding Sources: Local Funds - \$0.00					
16) NJH will utilize the Lead4ward Student Learning Reports to analyze the top 3 TEKS for Teacher Training.	Principal Teachers					
	Funding Sources: Local Funds - \$0.00					
17) NJH will continue to support the 1:1 Initiative for all students. The chrome books will help facilitate instruction and learning.	Principal; Instructional Technology Specialist; Teachers					
	Funding Sources: Local Funds - \$0.00, Instructional Materials Allotment - \$0.00					
18) NJH will utilize the Lead4ward Heat Maps; Tutorial Periods; Benchmark and Eduphoria to help students continue to make progress (IndexII) on STAAR tested areas.	Principal Teachers					
	Funding Sources: Local Funds - \$0.00					
19) NJH will continue to utilize Eduphoria and Benchmarks to improve Level III performance on Algebra 1 EOC.	Principal Math Teachers					
	Funding Sources: Local Funds - \$0.00					
<b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 7	Principal, Teachers and Chief Instructional Officer					
20) NJH will provide teachers with the opportunity to receive professional staff development in ESL and ESL teaching strategies.	Problem Statements: School Processes & Programs 1 Funding Sources: Local Funds - \$0.00					
21) NJH will continue to utilize functional academics and professional staff development to work on and improve special education writing scores on the state mandated STAAR TEST.	Principal, Special Education Teachers and Chief Instructional Officer.					
	Funding Sources: Local Funds - \$0.00					
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7	Principal, Teachers, Chief Instructional Officer					
22) NJh will complete staff development to support the implementation of the ELPS in the general education calssroom to improve ESL performance.	Problem Statements: School Processes & Programs 1 Funding Sources: Local Funds - \$0.00					
<b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7	Core Teachers, Principal, Counselor.	Identification and monitoring of our Economically disadvantaged population. Improved academic performance in the class room will lead to better performance on the STAAR Exam.				
23) Core Teachers at NJH will utilize Targeted Instruction Notebooks to help identify our Economically Disadvantaged students	Problem Statements: Demographics 1 - Student Academic Achievement 1, 2					



24) Teachers will frame their lessons daily.	Teachers, Principal, Chief instructional officer.	Improved understanding and comprehension of materials being presented. Improved student performance in the classroom and STAAR Test.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Performance Objective 1 Problem Statements:**

<b>Demographics</b>
<p><b>Problem Statement 1:</b> Only 45% of our Economically Disadvantaged students passed the Social Studies STAAR Test <b>Root Cause 1:</b> Our Economically Disadvantaged population is growing faster than we can train our staff on effective strategies for serving Economically Disadvantaged students.</p>
<b>Student Academic Achievement</b>
<p><b>Problem Statement 1:</b> Economically Disadvantaged had a 45% passing rate on the Social Studies exam which caused us to miss the system safeguard in SS. We would like to improve our performance to 70% by this group. <b>Root Cause 1:</b> Our Economically disadvantaged population has grown faster than the district can train staff on effective instructional strategies for economically disadvantaged students.</p>
<p><b>Problem Statement 2:</b> STAAR performance in all subject areas for Economically Disadvantaged students dropped 5-27% <b>Root Cause 2:</b> Our Economically Disadvantaged population is growing at a pace faster than we can train our staff members.</p>
<p><b>Problem Statement 3:</b> Hispanic students performance in all subject areas at the 7th grade level dropped 7-15% <b>Root Cause 3:</b> Our Hispanic population is growing faster than we can train our teachers</p>
<p><b>Problem Statement 4:</b> Reading and Writing performance at the 7th grade level dropped 7-10 % <b>Root Cause 4:</b> Our population grew approximately 10%, this is faster than we can add additional staff to meet our needs.</p>
<b>School Processes &amp; Programs</b>
<p><b>Problem Statement 1:</b> Our student enrollment in our ESL program has increased 800% in the last 3 years, creating a need for ESL certified teachers. <b>Root Cause 1:</b> Our population has grown faster than we can add additional staff members.</p>


**Goal 2: NJH will meet individual academic needs, support the social and emotional growth of our students, and promote college and workforce readiness.**

**Performance Objective 1:** NJH will implement student support practices to increase attendance, program participation, academic achievement and social skill development.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
1) Transportation will be provided to support regular student attendance.	Transportation Director					
	Funding Sources: Local Funds - \$0.00					
2) Support programs (i.e. tutorials; special education, ESL, Learning Lab, counseling) will provide individualized assistance to at risk students.	Principal Counselor					
	Funding Sources: Local Funds - \$0.00, SCE Funds - \$0.00, SPED Funds - \$0.00					
<b>Critical Success Factors</b> CSF 3 CSF 4 CSF 5	Nurse					
3) Call parents daily when students are absent for 3 days.	Funding Sources: Local Funds - \$0.00					
4) Mail notification letters home after 5 absences	Principal PEIMS clerk					
	Funding Sources: Local Funds - \$0.00					
5) Attendance committee meeting on any student absent 9 days or more.	Attendance Committee					
	Funding Sources: Local Funds - \$0.00					
<b>Critical Success Factors</b> CSF 6	Counselor; LSSP					
6) Continue Social Skills counseling groups for struggling students.	Funding Sources: SPED Funds - \$0.00, SCE Funds - \$0.00, Local Funds - \$0.00					
7) Utilize the learning lab to provide assistance to general and special education students.	Lab					
	Funding Sources: SCE Funds - \$0.00, SPED Funds - \$0.00, Local Funds - \$0.00					
8) All 8th grade students will complete a personal graduation plan with the assistance of the "Building Bridges," curriculum in their speech class.	Counselor, Speech Teacher					
	Funding Sources: Local Funds - \$0.00					

9) NJH will provide students with a continuum of college and career services.	Counselors					
	Funding Sources: Local Funds - \$0.00					
10) NJH will utilize the academic planning team to discuss issues and provide information.	Teachers Principal					
	Funding Sources: Local Funds - \$0.00					
11) NJH has established and will utilize counseling priorities for 7th and 8th grade students.	Counselors					
	Funding Sources: Local Funds - \$0.00					
12) NJH will provide students with the opportunity to participate in the Art, Chess, Robotics and Early Act Clubs	Principal Teachers/Sponsors					
	Funding Sources: Local Funds - \$0.00					
13) NJH will provide students with the opportunity to participate in a Youth Leadership class focusing on 7 Habits of Highly Effective Teens.	Principal Teachers					
	Funding Sources: Local Funds - \$0.00, Instructional Materials Allotment - \$0.00					
14) NJH has scheduled a class (Principals of Informational Technology) to promote college and workforce readiness for our students.	Principal, Chief Instructional Officer, Technology director.					
						







**Goal 3: NJH will maintain well-staffed schools comprised of highly qualified and competitively compensated, valued team members.**

**Performance Objective 1:** NJH will support the professional learning and certification needs of existing teachers, while seeking highly qualified applicants to meet the instructional needs of the campus demographics.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
<b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 7 1) All teachers and paraprofessionals will meet state and federal guidelines for certification.	Principal					
	Problem Statements: School Processes & Programs 1 Funding Sources: Title II Funds - \$0.00, Local Funds - \$0.00					
2) Teachers will receive professional development based on identified needs.	Principal					
	Funding Sources: Local Funds - \$0.00, Title II Funds - \$0.00, SPED Funds - \$0.00					
3) Continue partnership program with TSU and TLU participating in student teaching program.	Principal; TSU Supervisor; TLU Supervisor					
	Funding Sources: Local Funds - \$0.00					
4) Advertise open positions outside of local area.	Principal; Human Resources Coordinator					
	Funding Sources: Local Funds - \$0.00					
5) Professional development activities will include: subject area/grade level training; diversity awareness (behavior management); technology/ technology integration; disaggregation of test scores; harassment/bullying prevention training; emergency procedures training; CPI training; homeless identification; instructional strategies for special populations; administrative leadership; and ESL instruction.	Principal; Chief Instructional Officer; Technology Director					
	Funding Sources: Title II Funds - \$0.00, SCE Funds - \$0.00, SPED Funds - \$0.00, Local Funds - \$0.00					
6) Plan for staff development that is aligned to TEKS and STAAR skills.	Principal; Chief Instructional Officer					
	Funding Sources: Title II Funds - \$0.00					

<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>7) Promote Professional Learning Community meetings among grade levels and content areas to support teacher curricular and assessment needs.</p>	<p>Principal; Chief Instructional Officer</p>					
<p align="center">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>						

**Performance Objective 1 Problem Statements:**

<p><b>School Processes &amp; Programs</b></p>
<p><b>Problem Statement 1:</b> Our student enrollment in our ESL program has increased 800% in the last 3 years, creating a need for ESL certified teachers. <b>Root Cause 1:</b> Our population has grown faster than we can add additional staff members.</p>


**Goal 4: NJH will promote effective, efficient and timely use of technology to support student learning.**

**Performance Objective 1:** NJH will promote effective, efficient and timely use of technology to support student learning

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
1) Students will have access to electronic databases for research and curriculum support.	Librarian					
	Funding Sources: Local Funds - \$0.00					
2) Students will use the library and computer lab for research in all core classes.	Librarian					
	Funding Sources: Local Funds - \$0.00					
3) The library will maintain current library management software.	Librarian					
	Funding Sources: Local Funds - \$0.00					
4) The campus will maintain and update the electronic student management system.	Registrar					
	Funding Sources: Local Funds - \$0.00					
5) The campus will maintain and update an electronic health database.	Nurse					
	Funding Sources: Local Funds - \$0.00					
6) The campus will maintain and update a campus website.	Campus Web Master					
	Funding Sources: Local Funds - \$0.00					
7) Parents, students, teachers and community members will have access to library information beyond the normal school day. The Librarian will maintain a website that allows parents to access databases, online encyclopedias, Accelerated Reader Home Connection and the Destiny Library Catalog from their home computers.	Principal; Librarian					
	Funding Sources: Local Funds - \$0.00					
8) Grade 7-8 students will have access to computer technology.	Principal					
	Funding Sources: Local Funds - \$0.00					
<b>Critical Success Factors</b> CSF 7 9) All professional personnel will meet SBEC standards for technology competencies.	Principal					
	Funding Sources: Local Funds - \$0.00					

Critical Success Factors CSF 5	Principal						
10) All professional personnel will maintain and update a webpage for parent communication. All teachers will post their weekly lesson plans on the website.	Principal	Funding Sources: Local Funds - \$0.00					
11) Utilize email to provide daily updates for staff.	Principal	Funding Sources: Local Funds - \$0.00					
12) Purchase laptop computers, printers, handheld devices to assist with individualized classroom instruction in reading and math.	Technology Director	Funding Sources: Local Funds - \$0.00					
13) Teachers will use the school provided electronic program to record attendance and grades.	Registrar; Principal	Funding Sources: Local Funds - \$0.00					
14) Provide staff development opportunities in technology integration strategies.	Instructional Technology Specialist	Funding Sources: Local Funds - \$0.00					
15) Teachers will continue to use technology to assist them in planning activities and assessments.	Principal	Funding Sources: Local Funds - \$0.00					
16) NJH will send one Core teacher and one Technology teacher to TCEA.	Principal	Funding Sources: Local Funds - \$0.00					
17) NJH will comply with CIPA (Children's Internet Protection Act) and instruct all students on internet safety.	Computer Teacher	Funding Sources: Local Funds - \$0.00					
18) NJH Teachers will incorporate Technology TEKS in its regular classroom curriculum.	Principal Teachers	Funding Sources: Local Funds - \$0.00					
19) NJH will continue the 1:1 Initiative in 7th and 8th grade and Technology practices that challenge all of our students.	Teachers; Instructional Technology Specialist	Funding Sources: Local Funds - \$0.00, Instructional Materials Allotment - \$0.00, E-Rate Funds - \$0.00					
20) Teachers and Students will become effective users of Goggle Classroom/Drive.	Teachers, Principals Technology department	Effective use of technology to support student learning					
							

**Goal 5: NJH will provide a learning experience that promotes a healthy, respectful, and positive environment within the diverse Navarro ISD family.**


**Performance Objective 1:** NJH will implement programs and practices to meet the social, emotional, health and safety needs of the student body.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
1) Participate in Red Ribbon Week activities.	Counselor					
Funding Sources: Local Funds - \$0.00						
2) Provide parent, teacher, and student training on harassment/bullying prevention and sex respect.	Counselor					
Funding Sources: Local Funds - \$0.00						
3) Provide assemblies/programs/speakers to support the message of safe and drug free schools and life choices with High School.	Counselor					
Funding Sources: Local Funds - \$0.00						
4) Provide individual counseling and conflict resolution for at risk students.	Counselor					
Funding Sources: Local Funds - \$0.00, SCE Funds - \$0.00						
5) Improve safety by requiring all visitors/substitutes to wear name tags generated by Raptor, improving signage to ensure that all visitors check in, and training staff to challenge anyone without a name tag.	Principal					
Funding Sources: Local Funds - \$0.00						
6) Improve school safety by conducting lockdown drills in addition to regular fire drills.	Principal					
7) Provide canine drug detection monthly for grades 7 and 8.	Principal					
Funding Sources: Local Funds - \$0.00						
8) Provide "Character Counts" education program.	Counselor					
Funding Sources: Local Funds - \$0.00						
9) Perform background checks on all parent volunteers.	Human Resources Manager					
Funding Sources: Local Funds - \$0.00						
10) Provide video library for parents to check out materials on bullying/harassment prevention.	Counselor					
Funding Sources: Local Funds - \$0.00						



11) NJH will utilize parental involvement/engagement Newsletter as a way to communicate with parents.	Principal					
	Funding Sources: Title I Funds - \$0.00					
12) Counselor will instruct students in anger management strategies.	Counselor					
	Funding Sources: Local Funds - \$0.00					
13) Students will complete behavior packet while in campus detention hall, Saturday School and ISS.	Principal Assigned Teachers					
	Funding Sources: Local Funds - \$0.00					
14) Students will attend an Abstinence Program in grades 7 and 8.	Counselor; Nurse; SHAC Committee					
	Funding Sources: Local Funds - \$0.00					
15) Counselor will collaborate with outside agencies and refer students and their families when appropriate.	Counselor					
	Funding Sources: Local Funds - \$0.00					
16) A core team of certified personnel will be assigned to handle students who are in need of crisis prevention/intervention.	Counselor					
	Funding Sources: Local Funds - \$0.00					
17) Continue supervision at lunch, before school and after school with assigned duty stations.	Principal					
	Funding Sources: Local Funds - \$0.00					
18) Counselor will provide conflict resolution and social skills training to students who exhibit a need.	Counselor					
	Funding Sources: Local Funds - \$0.00					
19) Counselor will provide immediate intervention with students in crisis situations.	Counselor					
	Funding Sources: Local Funds - \$0.00					
20) NJH will work with the Texas School Safety Center and Guadalupe Juvenile Probation office to schedule assemblies on how to deal with bullies and peer pressure.	Counselor					
	Funding Sources: Local Funds - \$0.00					
21) Make learning materials available to students relating to local history and heritage in the junior high school library.	Principal; Librarian					
	Funding Sources: Local Funds - \$0.00					
22) NJH will provide students with a variety of activities to advance character growth, student wellness, fitness and nutrition with leadership provided by the School Health Advisory Committee (Catch Program).	SHAC; Principal Nurse Health Teacher					
	Funding Sources: Local Funds - \$0.00					
23) Continue implementation of a concussion over sight team. (COT)	Athletic Trainer; COT					
						


**Goal 6: Parent Involvement: NJH will have well-informed students, parents, staff, and community members who actively support and participate in our schools.**

**Performance Objective 1:** NJH will implement programs and practices to foster effective communication and parent and community involvement at the campus site.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
<p><b>Critical Success Factors</b> CSF 5</p> <p>1) Parents and community members will be included in campus improvement/planning committees.</p>	Principal					
Funding Sources: Local Funds - \$0.00						
<p><b>Critical Success Factors</b> CSF 5</p> <p>2) Parents and community members will be informed of school activities and performance on district website; campus newsletter, Facebook, Twitter and K-12 Alerts.</p>	Web Master; Director of Information Services; Principal					
Funding Sources: Local Funds - \$0.00						
<p><b>Critical Success Factors</b> CSF 5</p> <p>3) Parent surveys will be sent out annually to determine strengths/weaknesses/satisfaction levels.</p>	Chief Instructional Officer					
Funding Sources: Local Funds - \$0.00						
<p><b>Critical Success Factors</b> CSF 5</p> <p>4) Organize a parent volunteer network.</p>	Counselor					
Funding Sources: Local Funds - \$0.00						
<p>5) Continue to notify parents on all discipline referrals.</p>	Principal					
Funding Sources: Local Funds - \$0.00						
<p>6) Increase participation in parent portal (online grade book) through a schedule mail out, campus newsletter, and hosting parent meetings.</p>	Principal; PEIMS Clerk					
Funding Sources: Local Funds - \$0.00						
<p>7) NJH will utilize a call out system for emergency notification.</p>	Director of Technology					
Funding Sources: Local Funds - \$0.00						

<b>Critical Success Factors</b> CSF 5	Teachers; Principal				
	8) Teachers will maintain updated web-pages to include lesson plans and contact information. Funding Sources: Local Funds - \$0.00				
9) NJH will explore the implementation of a mentoring program.	Principal				
	Funding Sources: Local Funds - \$0.00				
					

## System Safeguard Strategies

<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Description</b>
1	1	1	Utilize Student Support Committee process to identify needs for individual students and focus intervention efforts.
1	1	4	Provide core teachers with training opportunities in Developing instructional objectives, STAAR strategies and differentiating strategies.
1	1	7	Provide tutorial options during the school day for students who are identified as at risk of failing the subject or STAAR test.
1	1	20	NJH will provide teachers with the opportunity to receive professional staff development in ESL and ESL teaching strategies.
1	1	23	Core Teachers at NJH will utilize Targeted Instruction Notebooks to help identify our Economically Disadvantaged students
3	1	1	All teachers and paraprofessionals will meet state and federal guidelines for certification.

# State Compensatory

## Budget for Navarro Junior High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
199.11.6112.40.041.8.24.0.00	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$500.00
199.11.6119.40.041.8.24.0.00	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$23,913.00
199.11.6122.40.041.8.24.0.00	6122 Salaries or Wages for Substitute Support Personnel	\$250.00
199.11.6129.40.041.8.24.0.00	6129 Salaries or Wages for Support Personnel	\$7,583.00
199.11.6141.40.041.8.24.0.00	6141 Social Security/Medicare	\$454.00
199.11.6142.40.041.8.24.0.00	6142 Group Health and Life Insurance	\$1,361.00
199.11.6144.40.041.8.24.0.00	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$2,428.00
199.11.6146.40.041.8.24.0.00	6146 Teacher Retirement/TRS Care	\$792.00
<b>6100 Subtotal:</b>		<b>\$37,281.00</b>
<b>6300 Supplies and Services</b>		
199.11.6399.00.041.8.24.0.00	6399 General Supplies	\$1,500.00
<b>6300 Subtotal:</b>		<b>\$1,500.00</b>
<b>6400 Other Operating Costs</b>		
199.11.6411.00.041.8.24.0.00	6411 Employee Travel	\$250.00
<b>6400 Subtotal:</b>		<b>\$250.00</b>

**Personnel for Navarro Junior High School:**

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Barbara Steele	Teacher	Languages Other Than English	.14
Donnie Slatter	Teacher	DAEP	.14
Ella Chase	Teacher	Special Education	1.0
Jennifer Leal	Teacher	Reading/ELAR	.50
Jorge Polanco	Teacher	DAEP	.33
Michael Thompson	Teacher	Health/DAEP	.86
Nicolas Lopez	Teacher	DAEP	.84
Nicole Blakeman	Teacher	DAEP	.25
Nikki Gresham	Inclusion Aide	Special Education	1.0
Walkiria Grenier	Teacher	Languages Other Than English	.14

# Addendums



# Targeted Improvement Plan

<b>District Name:</b> Navarro ISD	<b>County District Number:</b> 94903	<b>Superintendent Name:</b> Dee Carter
<b>Campus Name:</b> Navarro Junior High School	<b>Campus Number:</b> 41	<b>District Coordinator of School Improvement:</b> Lacey Gosch
<b>PSP:</b> NA	<b>Educational Service Center:</b> Region 13	<b>School Principal:</b> Luke Morales

**Vision:** Improved performance by Economically Disadvantaged students on the state mandated STAAR Test.

<b>Problem Statement #1:</b> Passing rate for Economically Disadvantaged students in SS is low.	<b>Annual Goal #1:</b> To improve the passing rate to 65%.
<b>Root Cause #1:</b> Increased number of Eco. Dis. Students/Need improved instruction.	<b>Strategy #1:</b> Staff development to improve lesson presentation.

Goal #1:	Activity <i>(Actions/Processes)</i>	Activities Timeline	Resources	Person(s) Responsible	Expected Outcomes <i>(Goal/Target)</i>	Results <i>(Outcomes/Data)</i>	Status	Next Steps
<b>Short-Term:</b> <i>(training, acquisition of new skills)</i>	Staff Development/Explicit Instruction	Four staff development opportunities throughout the year	Reading materials, training, practice on the strategies that will help with student performance	Dr. Anita Archer, Presenter, Lacey Gosch, Chief Instructional Officer, Principal	Framing of the lesson where students can follow the road map. Improved class management and participation.	Improved student performance in the classroom and improved performance on the STAAR test	Some Progress	
	Targeted Instruction Notebook	August - May	Eduphoria	Principal, Teachers, Counselors	Better identification of Eco. Dis. Students	Improved student performance in the classroom and improved performance on the STAAR test	No Progress	
							Select	
<b>Intermediate:</b> <i>(Implementation)</i>	Teachers will work on framing the lesson daily. Teachers will and go over daily objectives with their students	Teachers will work on this skill throughout the school year. August - May	Staff development opportunities.	Dr. Anita Archer, Presenter, Lacey Gosch, Chief Instructional Officer, Principal	Improved performance by our economically disadvantaged students.	Economically disadvantaged students will improve performance on the State mandated SS STAAR Test	Some Progress	
	Teachers will utilize the notebooks every six weeks	August - May	Eduphoria, Notebooks, Reportcards	Teachers, Principal, Counselor	Improved performance by our economically disadvantaged students.	Economically disadvantaged students will improve performance on the State mandated SS STAAR Test	No Progress	
							Select	
<b>Long-Term:</b> <i>(Results)</i>	Teachers will work on framing the lesson daily. Teachers will and go over daily objectives with their students	teachers will work on this skill throughout the school year. August - May	Staff development opportunities.	Dr. Anita Archer, Presenter, Lacey Gosch, Chief Instructional Officer, Principal	Improved performance by our economically disadvantaged students.	Economically disadvantaged students will improve performance on the State mandated SS STAAR Test	Some Progress	
	Teachers will utilize the notebooks all year	August - May	Eduphoria, Notebooks, Reportcards	Teachers, Principal, Counselor	Improved performance by our economically disadvantaged students.	Economically disadvantaged students will improve performance on the State mandated SS STAAR Test	No Progress	
							Select	

**Vision Status** **Vision Metrics**

<b>Problem Statement #2:</b>	<b>Annual Goal #2:</b>
<b>Root Cause #2:</b>	<b>Strategy #2:</b>

Goal #2:	Activity <i>(Actions/Processes)</i>	Activities Timeline	Resources	Person(s) Responsible	Expected Outcomes <i>(Goal/Target)</i>	Results <i>(Outcomes/Data)</i>	Status	Next Steps
<b>Short-Term:</b> <i>(training, acquisition of new skills)</i>							Select	
							Select	
							Select	
<b>Intermediate:</b> <i>(Implementation)</i>							Select	
							Select	
							Select	
<b>Long-Term:</b> <i>(Results)</i>							Select	
							Select	
							Select	

**Vision Status** **Vision Metrics**

<b>Problem Statement #3:</b>	<b>Annual Goal #3:</b>
<b>Root Cause #3:</b>	<b>Strategy #3:</b>

Goal #3:	Activity <i>(Actions/Processes)</i>	Activities Timeline	Resources	Person(s) Responsible	Expected Outcomes <i>(Goal/Target)</i>	Results <i>(Outcomes/Data)</i>	Status	Next Steps
<b>Short-Term:</b> <i>(training, acquisition of new skills)</i>							Select	
							Select	
							Select	
<b>Intermediate:</b> <i>(Implementation)</i>							Select	
							Select	
							Select	
<b>Long-Term:</b> <i>(Results)</i>							Select	
							Select	
							Select	

**Vision Status** **Vision Metrics**