

# **Jacksonville Independent School District**

## **Nichols Intermediate School**

### **2017-2018 Improvement Plan**

**Accountability Rating: Met Standard**



# Mission Statement

**At Nichols Intermediate School, our mission is to promote strong character, respect diversity, foster community, and to provide a quality education for all students.**

## Vision

The vision of Nichols Intermediate is to provide a learning environment that meets the academic, social, and developmental needs of all our students and to prepare them for success in a global society.

## Core Beliefs

**We Believe That:**

**A quality education and a commitment to life-long learning are foundational in success in a global society.**

**Education is a shared responsibility of the student, family, school and community.**

**A safe environment is imperative to student learning.**

**High expectations will challenge everyone to work toward their potential.**

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# Comprehensive Needs Assessment

## Student Academic Achievement

### Student Academic Achievement Summary

State Assessment Data

Nichols Intermediate STAAR FINAL Results 2016-2017

	All	AA	Hispanic	White	Two or more	Sped	Eco D.	ELL	Advanced
5 <sup>th</sup> Science	55	33	54	69	70	18	50	50	12
Reading	67	64	64	73	74	26	64	56	8
Math	80	72	79	86	77	60	77	71	8

### Student Academic Achievement Strengths

Significant Improvements in Math for AA, and special ed populations

Improvements in Reading for AA

### Problem Statements Identifying Student Academic Achievement Needs

**Problem Statement 1:** Reading scores dropped from the previous year in AA, His, White, EcoD, and ELLs.

**Problem Statement 2:** Scores dropped in Reading, Math and Science for the Hispanic and EcoD populations.

**Problem Statement 3:** Science scores decreased significantly across all populations.

## **School Processes & Programs**

### **School Processes & Programs Summary**

Nichols Intermediate has several instructional models.

Co-teach model to support students in special education with inclusion.

Dual Language model to support our ELL learners in transitioning to English.

Applied Learning Communittee model to provide project based learning opportunities for students.

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- 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

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

## Student Data: Assessments

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

## Student Data: Student Groups

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

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

- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Highly qualified staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- PDAS and/or T-TESS

### **Parent/Community Data**

- Parent Involvement Rate

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

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


# Goals

**Goal 1: Nichols Intermediate will recruit, support and retain teachers and principals through a systemic evaluative process resulting in a decrease in teacher and principal turnover rate. (Strategic Plan IV)**

**Performance Objective 1:** Increased retention of highly effective and high quality staff to and increase performance on state assessments for all student groups

**Evaluation Data Source(s) 1:** Accomplishment of objective as measured by PEIMS 425 and district/state reporting data

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	May
<p><b>Critical Success Factors</b> CSF 3 CSF 6 CSF 7</p> <p>1) Use mentors on campus to help teachers who are working to become highly qualified through an alternative education program.</p>		Nichols Staff Administrators	Increased retention of highly-qualified staff				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6 CSF 7</p> <p>2) Utilize effective practices/ training/collaboration through team meetings</p>		Nichols Staff Instructional Strategists	Increase retention of highly-qualified staff and 100% performance on state assessments for all student groups				
<p><b>Critical Success Factors</b> CSF 7</p> <p>3) Ensure that teachers are highly effective, high quality, and provided training specific to their teaching area</p>		Nichols Staff Administrators Instructional Strategists	100% of staff members are highly effective and high quality.				
Funding Sources: Title II, part A - 15000.00							
							



**Goal 2: Nichols Intermediate will build a foundation of reading and mathematics through a systematic evaluative process that includes professional development, research-based instructional practices and resources resulting in an increase on state and local assessments. (Strategic Plan II, III, V)**

**Performance Objective 1:** Performance Objective 1: By the end of the 2017-2018 school year, all student groups will increase by 5% in all subjects.

**Evaluation Data Source(s) 1:** Summative Evaluation: Accomplishment of objectives as measured by yearly STAAR performance data and other applicable campus rating systems.

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	May
<p><b>System Safeguard Strategy</b>  <b>Critical Success Factors</b>                      CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>1) Utilize Jacksonville ISD Scope &amp; Sequence and Big Picture for each grade level/subject area and continue to expand, support and monitor educators' use of Eduphoria components, Forethought and Aware, for designing and delivering data-driven instruction.</p>		Department Staff Curriculum Director Instructional Strategists Principals	Disaggregated State Assessment Data Benchmark Data Walk Through Visits Weekly Planning Meetings Lesson Plans 80% performance on state assessments for all student groups				
	Problem Statements: Student Academic Achievement 1, 2, 3						
<p><b>System Safeguard Strategy</b>  <b>Critical Success Factors</b>                      CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>2) Administer formative assessments and common assessments in core subjects to plan for and implement targeted instruction. This will include a mini mock and a mock assessment preparing for and predicting readiness for STAAR tested subjects.</p>		Nichols Staff Curriculum Director Instructional Strategists Principals	Disaggregated data 80% performance on state assessments for all student groups				
	Problem Statements: Student Academic Achievement 1, 2, 3						
<p><b>System Safeguard Strategy</b>  <b>Critical Success Factors</b>                      CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>3) Address the needs of students with special learning needs through incorporation of a co-teach/inclusive model.</p>		Principals Instructional Strategists Special Ed staff and Teachers	Campus Benchmark Data Walk-through Data Weekly Planning Meetings Lesson Plans 80% performance on district/state Assessments for all student groups				
	Problem Statements: Student Academic Achievement 1, 2, 3						

<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>4) Enhance core-academic instruction through the use of research-proven curriculum resources such as, but not limited to:</p> <p>1.Motivation Math/Reading/Science 2. AVID Strategies 3.STAAR Master Math/Reading 4.Renaissance Place 5.GPS Math</p> <p>Also include: 1.teacher training, 2.hands-on learning opportunities; 3.and additional technology programs such as: ActivInspire, Office 365, Safari Montage, et.</p>		Administrators Instructional Strategist Nichols Staff	80% performance on state assessments for all student groups				
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6</p> <p>5) Implement all components of the districts dyslexia program by using but not limited to the Take Flight.</p>		Dyslexia teacher	Disaggregated and Benchmark Data Walk-throughs Lesson Plans  80% performance on state Assessments for all student groups				
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>6) Utilize online intervention programs for struggling students in all academic areas and support student assessments using technology.</p>		Principal Teachers Paraprofessional Instructional Strategists Testing Coordinators	Increase in academic performance for all student groups TEA Reports Aware Reports TTESS Evaluation Reports				
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>7) Utilize funds for instructional interventions and/or additional tutors/teachers/paraprofessionals to assist students identified in need of extra assistance/accelerated instruction in core-subject areas during school. This includes students representing all sub-populations, and program area groups including, but not limited to ELL, dyslexia, and special education participators.</p>		Principal	Increase in academic performance for all student groups				Funding Sources: Title I, part A - 15000.00

<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6 CSF 7</p> <p>8) Implement and facilitate weekly PLC meetings with teachers for addressing data analysis, academic planning, student learning, and common assessments.</p>		<p>Instructional Strategist Principal</p>	<p>Increase in academic performance for all student groups</p>				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6</p> <p>9) Implement Dual Language classes at the 5th and 6th grade level to serve students in the program.</p>		<p>Principal Special Languages Director</p>	<p>Increase in academic performance for all student groups</p> <p>Six-week and Mock-state assessments</p> <p>Walk-Throughs</p>				
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6 CSF 7</p> <p>10) Support ESL/district newcomer students with ESL-certified teachers in core-subject areas &amp; by providing trained Spanish-speaking facilitators</p>		<p>Principal Teachers Special Languages Director</p>	<p>Increase in academic performance for all student groups</p> <p>Six-week and Mock-state assessments</p> <p>Walk-Throughs/TTESS</p>				
<p>Funding Sources: Local - 0.00, Title III - 0.00</p>							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6 CSF 7</p> <p>11) Provide staff development opportunities for increased student achievement and success including, but not limited to:</p> <ol style="list-style-type: none"> <li>1. School Improvement Resources Training/Region Center Offerings</li> <li>2. Turn-Around Schools</li> <li>3. ALC</li> <li>4. PBL</li> <li>4. ELLP</li> <li>5. CAST</li> <li>6. PLC</li> <li>7. Dual Language</li> <li>8. Co-Teach</li> <li>9. Lead4ward</li> </ol>		<p>Administrators Instructional Strategists</p>	<p>Benefits of training to be evident in classroom instruction.</p>				<p>Problem Statements: Student Academic Achievement 1, 2, 3</p> <p>Funding Sources: Title I, part A - 5500.00, Title III - 0.00</p>

<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>12) Enhance instruction in all subjects through the use of available campus technological devices including but not limited to :</p> <ol style="list-style-type: none"> <li>1. Classroom projectors</li> <li>2. Interactive whiteboards</li> <li>3. Visual presenters</li> <li>4. Video cameras</li> <li>5. Remote presentation devices</li> <li>6. Student/classroom computers</li> <li>7. Mobiview &amp; Active Expressions</li> <li>8. Clickers</li> </ol>		<p>Campus/District Administrators</p>	<p>Increase in academic performance for all student groups</p> <p>Program Participation documentation</p> <p>Decrease in Disciplinary Referrals</p>				
<p>Funding Sources: Title I, part A - 1200.00, RLIS - 0.00</p>							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>13) Utilize a campus PBIS and RTI team to provide tiered interventions for meeting the needs of students experiencing emotional/behavioral and/or academic concerns</p>		<p>District Program &amp; Technology PBIS Staff Intervention Teachers Principals Instructional Strategist</p>	<p>Increase in academic performance for all student groups</p>				
<p>Funding Sources: Local - 3000.00</p>							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>14) Schedule and attend staff development which targets best practice, research-proven strategies for all children.</p>		<p>Principal Curriculum Strategist Teachers</p>	<p>Increase in academic performance for all student groups</p>				
<p>Funding Sources: Title I, part A - 9000.00</p>							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>15) Increased instruction in academic vocabulary/language. Provide focused strategies for meeting the needs of all populations including but not limited to ELL and special education.</p>		<p>Principals Instructional Strategist Instructional Staff</p>	<p>Increase in academic performance for students served in special education</p>				
<p>Funding Sources: Title I, part A - 500.00</p>							
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>16) Implement technology tools to enhance technology integration based on data provided through the 5th grade TEK Apps benchmark assessment.</p>		<p>Principals Computer Teacher Instructional Strategists</p>	<p>Easy Tech 5th grade assessment</p>				
<p>Funding Sources: Title I, part A - 500.00</p>							

<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>17) Integrate Inquiry lessons into the curriculum to improve technology literacy of all students and increase technology integration opportunities for educators.</p>		Principals Teachers	Walk throughs				
<p>18) Implement video content storage, Safari Montage, in order to provide teachers and students direct access to digital curriculum resources.</p>		Principals Instructional Technologists	TTESS Evaluation Report Learning.com Wayfind teacher PD reports LoTI Digital Age Survey Results				
<p>19) Continue annual mandatory digital citizenship and Web-safety training, for all students. Training topics will include: appropriate online behavior, including interacting with other individuals on social networking web sites and in chat rooms and cyber-bullying awareness and response.</p>		Instructional Technologists Teachers Principals Dir. of Instructional Technology Assoc. Supt. of Curr.	Workshop Schedule of training; Training sign-in logs Forethought lesson plans Aware Local Benchmark reports Easy Tech Reports				
<p>20) Implement and train educators on the use of Eduphoria Facilities and Events to enhance shared use of technologies such as digital cameras, video conferencing equipment, and wireless laptop carts.</p>		Dir. of Instructional Technology Director of Technology	Assets in Management System Calendars of scheduled equipment				
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>21) Provide access to digital instructional tools that meet interoperability standards for instruction.</p>		Dir. of Instructional Technology Director of Technology Principals	Instructional digital tools effectively used in classrooms to support standards.				
Funding Sources: Local - 1000.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>22) Utilize Instructional Strategists to monitor classroom instruction, model strategies and programs for all teachers, research best practices, facilitate PLCs, and provide tutoring to students struggling as part of the RTI process. .</p>		Instructional Strategist Teacher	Student growth will be monitored bi-weekly and at the end of each six week period as reflected in grades.				
Funding Sources: Title I, part A - 120240.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>23) Maintain a Reading and Math intervention classes for students as a supplement instruction to increase skills and enhance learning by using LLI and any additional programs to increase student achievement.</p>		Principals Intervention Teachers	Increase in academic performance for all student groups.				
Funding Sources: Local - 5000.00							



= Accomplished



= Continue/Modify



= Considerable



= Some Progress



= No Progress



= Discontinue

**Performance Objective 1 Problem Statements:**

**Student Academic Achievement**

**Problem Statement 1:** Reading scores dropped from the previous year in AA, His, White, EcoD, and ELLs.

**Problem Statement 2:** Scores dropped in Reading, Math and Science for the Hispanic and EcoD populations.

**Problem Statement 3:** Science scores decreased significantly across all populations.

**Goal 3: Nichols Intermediate will have a systematic evaluative process that ensures students are aware of post secondary opportunities resulting in each graduating senior developing a post secondary plan.**

**Performance Objective 1:** Nichols Intermediate will promote post-secondary opportunities through establishing a college and career environment.

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

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	May
<b>Critical Success Factors</b> CSF 6 1) Promote college awareness by adopting the NEU belief system school-wide.		Teachers Administrators	Increase student awareness of college and career opportunities.				
<b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 CSF 7 2) Implement AVID strategies in core content areas and 6th grade TRIBE classes.		Teachers Adminsitrators	Increase student knowledge and use of 21st century skills needed to be successful in secondary and post secondary environments.				
Funding Sources: Title I, part A - 5000.00							

**Goal 4: Nichols Intermediate will support and encourage campus-level parent involvement and community involvement. (Strategic Plan I)**

**Performance Objective 1:** Involve parents in the education of their children in order to improve student performance on the state assessment.

**Evaluation Data Source(s) 1:** Accomplishment of objective as measured by documentation of parent participation in school activities/programs and increased student achievement as measured by applicable campus data, including but not limited to STAAR, TELPAS (AEIS).

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	May
<p><b>Critical Success Factors</b> CSF 1 CSF 5 CSF 6</p> <p>1) Complete Title I School &amp; Parent Involvement Compact for each student.</p>		Nichols Staff	Title I compacts Improved test scores in all areas to 80%				
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>2) Develop and maintain a campus nine-week newsletter and campus-information web page/calendar, Facebook, and teacher websites through Edlio to increase communication with all stateholders.</p>		Counselor Teachers Principals Webmaster	Newsletters Website Content				
Funding Sources: Title I, part A - 2790.00							



<p>3) Increase parent, community, and volunteer involvement through a variety of methods &amp; events including, but not limited to:</p> <ol style="list-style-type: none"> <li>1. Open House (September)</li> <li>2. Parent conferences,</li> <li>3. State assessment &amp; Title I information event,</li> <li>4. Grade level college visits</li> <li>5. Thanksgiving Luncheon</li> <li>6. Visual and Performing Arts Night (Band, Choir, Art)</li> <li>7. Daily classroom agendas</li> <li>8. Visitor check in/check out procedures</li> <li>9. End-of-year Awards Assembly</li> <li>10. Volunteerism</li> <li>11. Grandparents Event</li> <li>12. Veterans Day Event</li> <li>13. No Place for Hate</li> <li>14. No Excuses Activities</li> <li>15. Character Education Program</li> <li>16. Fifth grade Orientation</li> <li>17. Tech Fair</li> <li>18. GT Fair</li> <li>19. Provide access to grades and attendance of students 1st-12th.</li> <li>20. Provide students in grades 5-12 access to grades and attendance.</li> <li>20. ALC Parent meetings</li> <li>21. STAAR Night</li> </ol>		Administrators Counselor Nichols Staff PEIMS/SIS Dir	Documentation of Attendance and participation				
<p style="text-align: center;"><b>Critical Success Factors</b> CSF 5 CSF 6</p>		Committee Members: Warren, Cleaver & Bolton Principal PTO Members	Committee meetings/notes				
<p>4) Maintain a parent involvement/student activities committee</p>							
<p style="text-align: center;"><b>Critical Success Factors</b> CSF 5 CSF 6</p>		Administration Teachers Interpreter	Clear communication with parents				
<p>5) Provide information in written and verbal form in both Spanish and English</p>							
<p style="text-align: center;"><b>Critical Success Factors</b> CSF 5 CSF 6</p>		Principals Media Specialist	Percentage of parent and student accounts being utilized Events at campus				
<p>6) Provide opportunities for parents and students to gain a working knowledge of online resources such as Destiny, Skyward, School Messenger, LunchMoney Now, textbooks, and teacher websites.</p>							

<b>Critical Success Factors</b> CSF 5 CSF 6 7) Continue Applied Learning Community in 5th grade and 6th grade Social Studies and Science	1, 2, 4, 6	Administrators ALC Coordinator ALC Teachers	Program evaluation through parent surveys, teacher documentation				
	Funding Sources: Local - 0.00						
<b>Critical Success Factors</b> CSF 5 CSF 6 8) Ensure all ALC notes are appropriately translated for ELL parents.	6	ALC Teachers Administrators					
	Funding Sources: Local - 0.00						
<b>Critical Success Factors</b> CSF 5 CSF 6 9) Provide a newsletter supplement to inform ALC families of upcoming projects and events.	6	Administrators ALC Teachers					
	Funding Sources: Local - 0.00						







**Goal 5: Nichols Intermediate School will provide a safe, orderly, drug-free environment as reflected in a decreased number of discipline referrals for drug use, violence, and/or persistent misbehaviors during the academic calendar year. (Strategic Plan V)**

**Performance Objective 1:** Incidents of violence, drug use, and continuous and persistent misbehavior will decrease by 10%.

**Evaluation Data Source(s) 1:** Accomplishment of objective as measured by PEIMS 425 report and campus records

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	May
<p><b>System Safeguard Strategy</b>  <b>Critical Success Factors</b>            CSF 1 CSF 6</p> <p>1) Integrate scheduled/regular character education lessons into the curriculum in grades 5 and 6 utilizing, but not limited to Character Counts and The Character Network Hero and Anti-bullying programs, along with CATCH health program</p>		Nichols Staff School Counselor	Improved campus attendance rate and standardized test scores				
Funding Sources: Title I, part A - 1200.00							
<p><b>Critical Success Factors</b>            CSF 1 CSF 6</p> <p>2) Continue OCI (On Campus Intervention) for the core subjects.</p>		Nichols Staff OCI Teacher Principals	Decrease office referrals by 5%				
<p><b>Critical Success Factors</b>            CSF 1 CSF 6</p> <p>3) Implement PBIS system and provide staff development for Nichols Staff.</p>		PBIS Team Nichols Staff Principals	Decrease in office referrals.				
Funding Sources: Title I, part A - 3000.00							
<p>4) Train teachers and students on the use of our campus crisis management plan.</p>	4	Nichols Staff Administrators	Documentation of Training Participation				
<p><b>Critical Success Factors</b>            CSF 6</p> <p>5) Integrate a human sexuality unit into the science curriculum</p>	10	Science Teachers	Lesson Plans/Eduphoria				

<p align="center"><b>Critical Success Factors</b> CSF 6</p> <p>6) Participate in Red Ribbon Week Activities to encourage students to be drug free</p>		School Counselor	Documentation of Participation/student work samples				
<p align="center"><b>Critical Success Factors</b> CSF 6</p> <p>7) Maintain a trained Campus Crisis Prevention team</p>			Principals District Positive Behavior Support Specialist	Training Certificates for participating staff members			
<p>8) Utilize Licensed Specialists in School Psychology (LSSP's) to address, support, serve, or consult in regards to students at risk due to behavioral concerns.</p>		Special Education Director Behavior Support Team Campus Administrators Teachers	Documentation of LSSP participation in ARD's, RTI, STAT, 504 Meetings, Campus Consultation				
<p align="center">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>							

**Goal 6: Nichols Intermediate will achieve/maintain a 98% or better ADA rating for the academic-calendar year and beyond**

**Performance Objective 1:** Achieve and maintain a 98% or better ADA for the 2017-2018 school year.

**Evaluation Data Source(s) 1:** Accomplishment of objective as measured by attendance records and annual performance data. (PEIMS)

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	May
<b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 5  1) Create and maintain a culture that is inviting, engaging and safe for all students to learn by implementing PBIS and Capturing Kids Hearts		Nichols Staff Principals	Improved campus attendance rate and standardized test scores.				
Funding Sources: Title I, part A - 1200.00							
<b>Critical Success Factors</b> CSF 5  2) Utilize JISD police officers to investigate absenteeism.		Principal Registrar PEIMS Coordinator JISD officers	Improved campus attendance rate and standardized test scores.				
<b>Critical Success Factors</b> CSF 5  3) Form a campus attendance committee for the purpose of monitoring and resolving concerns related to attendance		Administrators Attendance Clerk School Resource Officer Teachers	Improved campus attendance rate and standardized test scores				

## 2017-18 Site Based Decision Making Team

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Patricia Lewis	Principal
Administrator	Elgin Johnson	Assistant Principal
Administrator	Melissa Hughes	Assistant Principal
Classroom Teacher	Nancy Dement	6th grade science
Classroom Teacher	Jackie Warren	Special Education Teacher
Non-classroom Professional	Jacki Bolton	Instructional Strategist
Classroom Teacher	Shellie McAllister	6th grade Reading
Classroom Teacher	Anne Bingham	5th grade math teacher
Classroom Teacher	Ginger Cleaver	5th grade intervention teacher
Classroom Teacher	Cynthia Ellis	6th grade writing teacher
Classroom Teacher	Christina Knight	5th grade reading/language arts teacher
Classroom Teacher	Freida Grimes	Math intervention Teacher
Business Representative	Tony Bolton	Business Representative
Community Representative	Judy Terry	Community Representative
Community Representative	Sharon Moyers	Community Representative
Parent	Ashley Robinson	Parent
Non-classroom Professional	Carolyn Taylor	Instructional Strategist