

**TEAGUE JUNIOR HIGH SCHOOL CAMPUS IMPROVEMENT PLAN**

**2011-2012**

**"Educating Students To Become Responsible, Productive Citizens"**

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**Campus Site Based Decision Making Committee Members**

|                        |                         |
|------------------------|-------------------------|
| <b>Donnie Osborn</b>   | <b>Administrator</b>    |
| <b>Leigh Ann Steen</b> | <b>Teacher</b>          |
| <b>Gail Clark</b>      | <b>Teacher</b>          |
| <b>Vicky Brown</b>     | <b>Teacher</b>          |
| <b>Jason Thompson</b>  | <b>Community Member</b> |

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**FACILITATING GOAL: Annually convene the Teague Junior High School Campus Level Committee (CLC).**

**Objective: The principal shall regularly consult the campus-level committee in planning, operation, supervision and evaluating the campus educational program to ensure that 100% of Teague Junior High students have an excellent opportunity to learn.**

|  | <b>STRATEGIES/ACTIVITIES</b>   | <b>RESOURCES</b>  | <b>FORMATIVE EVALUATIONS</b>  | <b>TIMELINE(S)</b>          | <b>PERSON RESPONSIBLE</b>                     | <b>SUMMATIVE EVALUATIONS</b>   |
|--|--|---|---|-----------------------------|---|--|
|  | Elect members for three year staggered terms as outlined by state rule.  | Self-nomination forms<br>Voting ballots   | Chosen NLT end of September   | End of September            | Principal                                     | Campus selected and names on file at Central office and campus offices   |
|  | Review goals to ensure alignment with AEIS indicators and other appropriate measures of performance that are disaggregated by all student groups served by the district including categories of ethnicity, socioeconomic status, sex and populations served by special programs including students in special education programs for improving student performance | PAS/DAS report<br>AEIS report<br>PEIMS data<br>AEIS-IT data<br>Staff Development Calendar<br>Testing Calendar<br>Special Programs Reports                         | AEIS-IT Data<br><br>Teacher Surveys<br>Progress Reports<br>Report Cards<br>Benchmark Testing<br>TPRI report<br>Discipline Reports | September 2011-<br>May 2012 | Principal<br>Counselors<br>Classroom Teachers | AEIS Report Card<br>STAAR testing reports<br>Annual Attendance Reports<br>PEIMS reports<br>End of course data<br>Annual special programs reports |
|  | The campus will provide assistance to the district superintendent in the development, evaluation and annual revision of the campus improvement plan.   | PAS/DAS report<br>AEIS report/PEIMS data<br>Special Programs Reports<br>TJHS longitudinal study<br>AEIS-IT data<br>Staff Development Calendar<br>Testing Calendar | AEIS-IT Data<br>Teacher Surveys<br>Progress Reports<br>Report Cards<br>Benchmark Testing<br>TPRI report<br>Discipline Reports     | September 2011              | CLC committee                                 | District Improvement plan presented to the principal and superintendent.   |

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|  |  |   |   |  |                          |  |
|--|--|---|---|--|--------------------------|--|
|  | The CLC will hold at least one public meeting per year. This meeting will be held after receipt of the annual district performance report from the agency for the purpose of discussing the performance of the district and district performance objectives. | Teague Chronicle (newspaper) article<br>AEIS Report | Campus monthly committee reports        | No later than the spring semester 2012 | CLC members              | Faculty or committee minutes.<br>Signed visitor logs   |
|  | The CLC will provide assistance in reviewing and updating the student code of conduct for the district.  | Student Code of Conduct handbook                    | Committee reports on review of handbook | Spring semester 2012                   | CLC members              | CLC minutes will record committee reports on revision and updates. The superintendent will review revisions on the code of conduct prior to board approval as documented in the minutes. |
|  | The CLC will provide assistance with the 2012-13 district staff development calendar.  | Calendar<br>Region 12 staff dev. catalogue          | Staff development surveys               | August 2011                            | Assistant Superintendent | CLC minutes record committee reports on suggestions for staff development. Staff development calendar on file.   |
|  | Every year the CLC will evaluate the effectiveness of the campus's decision making and planning policies.  | Evaluation Forms                                    | Teacher/parent surveys                  | Every year in the spring semester      | CLC committee            | Evaluations will be kept on file.  |
|  | Provide training to new members.   | Region 12 staff development catalogue               | CLC member survey of training needs     | August 2011-May 2012                   | CLC committee            | Training certificates on file.   |

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**DISTRICT GOAL 1: By the end of the 2011-2012 school year, Teague Junior High School will achieve & maintain at least recognized status on state mandated tests.**

**Performance Objective 1: By the end of the 2011-2012 school year, State of Texas Assessments of Academic Readiness (STAAR) criterion-referenced test passing rate will be at least 80% or above for all TJHS students and each student sub-group.**

|  | <b>STRATEGIES/ACTIVITIES</b>                             | <b>RESOURCES</b>  | <b>FORMATIVE EVALUATIONS</b>   | <b>TIMELINE(S)</b>                      | <b>PERSON RESPONSIBLE</b>  | <b>SUMMATIVE EVALUATIONS</b>                  |
|--|--|---|--|---|--|---|
|  | Disaggregate/Analyze STAAR data                          | STAAR, TPRI, Benchmark tests  | 2010& 2011 TAKS data & other Benchmark tests                             | December 2011<br>March 2012<br>May 2012 | Assistant Superintendent<br>Counselors<br>Principal teachers           | District performance reports and AEIS report  |
|  | Develop instructional timelines and assessment calendars | STAAR data<br>Benchmark data<br>Math and reading enhancement  | C&I staff review   | November 2011                           | Assistant Superintendent<br>Principal teachers                         | Comprehensive Needs Assessment<br>AEIS Report |
|  | Teach the TEKS   | Instructional Materials, TEKS, Staff time   | Lesson Plans<br>PDAS teacher appraisals, classroom observations          | Weekly<br>August 2011-<br>May 2012      | Principal teachers and instructional staff                             | Review and analyze all test data              |
|  | Provide individualized student instruction               | Tutorials<br>Summer school<br>Content Mastery Lab<br>AEIS-IT<br>ALEKS Program<br>Read Right Program<br>Orton-Gillingham reading program | Review and analyze student profiles based on AEIS-IT and Benchmark tests | Weekly<br>August 2011-<br>May 2012      | Principal<br>Counselor<br>teachers and instructional paraprofessionals | Review and analyze all data                   |

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|   |   |  |                               |   |                                   |
|---|---|--|-------------------------------|---|-----------------------------------|
| Attend Staff Development training on STAAR/TEKS | Region 12 ESC<br>Local funds<br>Title I | Region 12 ESC records<br>Staff Development<br>Certificates and attendance sheets | August 2011 through July 2012 | Assistant Superintendent<br>C&I Staff<br>Principals | 2011 TAKS results<br>TPRI Results |
|---|---|--|-------------------------------|---|-----------------------------------|

|  | <b>STRATEGIES/ACTIVITIES</b>  | <b>RESOURCES</b>  | <b>FORMATIVE EVALUATIONS</b>   | <b>TIMELINE(S)</b>         | <b>PERSON RESPONSIBLE</b>                                 | <b>SUMMATIVE EVALUATIONS</b>   |
|--|---|---|--|----------------------------|---|--|
|  | Disseminate the TAKS/TEKS information to campus staff   | Staff Time<br>Training information                                    | Staff Training<br>Schedule log sheets  | Aug. 2011 through May 2012 | C& I Dept.,<br>Superintendents<br>Principal<br>Counselors | 2011 TAKS results<br>TPRI results<br>SDAA results  |
|  | Establish a grade level sequence and vertical alignment of TEKS in Reading/Language Arts, Math, Science, and Social Studies               | CSCOPE<br>Local Funds<br>Examples of other Benchmarks and Assessments | Schedule of Curriculum and Departmental Meetings   | May 2012                   | Assistant Superintendent<br><br>Principal                 | Curriculum documents aligned with TEKS/STAAR   |
|  | TJHS teachers/staff will provide extended accelerated instruction to at risk students in Math<br>Implement the Read Right reading program | SCE Funds   | Increase proficiency on benchmark testing<br>STAAR testing   | September 2011- May 2012   | Principal<br>Teachers                                     | 6 <sup>th</sup> , 7 <sup>th</sup> & 8th grade students benchmark testing increase                      |
|  | Conduct a summer school program for SCE identified students at junior high<br><br>Computer assisted instruction for SCE summer school     | SCE Funds   | Schedule of classes<br>List of SCE students enrolled<br><br>Computers with stands & printers; Basic Skills | Summer 2012                | Assistant Superintendent<br>Principal<br>Teachers         | Retention rate vs. Advancement rate;<br>Attendance logs;<br>Basic Skills Interactive Summative Reports |

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|  |  |           |                             |                        |  |   |
|--|--|-----------|-----------------------------|------------------------|--|---|
|  |  |           | Interactive                 |                        |  |   |
|  | After school tutorial & STAAR Math and Reading enhancement for SCE Junior High identified students | SCE Funds | List of SCE students served | August 2011 – May 2012 | Assistant Superintendent;<br>Principal<br>SCE Teachers | Attendance reports;<br>benchmark testing results comparisons<br>Increase in STAAR passing percentages |

|  | <b>STRATEGIES/ACTIVITIES</b>  | <b>RESOURCES</b>   | <b>FORMATIVE EVALUATIONS</b>   | <b>TIMELINE(S)</b>    | <b>PERSON RESPONSIBLE</b>    | <b>SUMMATIVE EVALUATIONS</b>   |
|--|---|--|--|-----------------------|------------------------------|--|
|  | Special Education teachers will utilize released STAAR & TPRI test data as a means of monitoring student progress | Class reports<br>Benchmark data<br>Teacher time                  | Review IEP goals and objectives every 6 weeks<br>Mail IEP reports to parents (if appropriate)      | Aug. 2011<br>May 2012 | Sp. Ed Teacher               | IEP goals and objective will be reviewed at annual ARD and included in documentation |
|  | Special Education teachers will develop classroom activities to ensure implementation of TEKS/STAAR               | TEKS<br>STAAR information<br>Teacher time                        | Lesson plans and<br>Classroom assessments  | Aug. 2011<br>May 2012 | Sp. Ed Teachers<br>Principal | IEP goals and objective will be reviewed at annual ARD and included in documentation |
|  | Regularly monitor IEP to determine progress toward mastery of identified objectives                               | IEP<br>Teacher time<br>Tracking folders with modification sheets | Progress on IEP goals and objectives reviewed each 6 weeks and send progress reports every 3 weeks | Aug. 2011<br>May 2012 | Sp. Ed teachers<br>Principal | Review IEP goals at annual ARD meeting and included in documentation                 |

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|  | <b>STRATEGIES/ACTIVITIES</b>  | <b>RESOURCES</b>                              | <b>FORMATIVE EVALUATIONS</b>                   | <b>TIMELINE(S)</b>                | <b>PERSON RESPONSIBLE</b>                        | <b>SUMMATIVE EVALUATIONS</b>  |
|--|---|---|--|-----------------------------------|--|---|
|  | Continue the use of mobile, wireless laptop labs to provide classroom access to student computers | Grant funds (if available) and/or local funds | Wireless lab Checkout log                      | Aug. 2011<br>May 2012<br>on-going | Tech. Dept.                                      | Evaluate sign out sheets in tech. lab to determine frequency of classroom use |
|  | Evaluate software applications that will support curriculum on the Junior High campus             | Evaluation of software                        | Evaluate using a form provided by the district | Aug. 2011<br>May 2012             | Assistant Superintendent<br>Principal Technology | Appropriate software is recommended for purchase                              |

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**Performance Objective 2: A Comprehensive Staff Development Plan will be implemented at Teague Junior High Campus to meet all staff development needs.**

|  | <b>STRATEGIES/ACTIVITIES</b>   | <b>RESOURCES</b>   | <b>FORMATIVE EVALUATIONS</b>   | <b>TIMELINE(S)</b>      | <b>PERSON RESPONSIBLE</b>     | <b>SUMMATIVE EVALUATIONS</b>  |
|--|--|--|--|-------------------------|-------------------------------|---|
|  | Special Education teacher will be trained on the interpretation of TAKS data   | ESC 12 Consultants<br>BiCounty Cooperative Personnel   | Teachers will be able to align TEKS with IEP goals and objectives  | Aug. 2011<br>May 2012   | Principal<br>Sp. Ed teacher   | Sp. Ed teacher will help students to meet district standards of performance   |
|  | Special Education teacher will be trained to develop classroom activities to ensure implementation of TEKS   | Consultants<br>Funds   | Teacher will implement appropriate classroom activities  | Aug. 2011<br>May 2012   | Principal<br>Sp. Ed. teacher  | Sp. Ed teacher will help students to meet district standards of performance   |
|  | Offer training on intervention strategies for regular education teacher that serve special populations<br><br>Specialized staff development for extra duty SCE teachers/SCE summer school teachers | BiCounty Special Ed. Cooperative<br>ESC 12 personnel<br>Consultants<br>Seminars/workshops<br><br>SCE Funds | Students in inclusion classes will demonstrate satisfactory progress<br><br>students in SCE enhancement summer school will demonstrate satisfactory progress | Aug. 2011 –<br>May 2012 | Teachers<br>Principals        | Increased participation of Sp. Ed students in inclusion classrooms and programs<br><br>Students in SCE enhancement will achieve better benchmark test scores Basic Interactive Skills Summative report for Summer School students |
|  | Training will be provided for counselors in negotiation, mediation, conflict resolution and student self-esteem  | Local Funds<br>ESC Region 12   | Agenda<br>Sign-in logs   | Aug. 2011<br>May 2012   | Campus Counselor<br>Principal | Use of materials<br>Evaluations completed & documented  |

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|  |                               |  |  |  |  |  |
|--|-------------------------------|--|--|--|--|--|
|  | enhancement (self-confidence) |  |  |  |  |  |
|--|-------------------------------|--|--|--|--|--|

|  | <b>STRATEGIES/ACTIVITIES</b>  | <b>RESOURCES</b>  | <b>FORMATIVE EVALUATIONS</b>       | <b>TIMELINE(S)</b>                | <b>PERSON RESPONSIBLE</b>      | <b>SUMMATIVE EVALUATIONS</b>                |
|--|---|---|------------------------------------|-----------------------------------|--------------------------------|---|
|  | Create and train Crisis Response and CPI Teams for TJHS<br>Retrain CPI teams as necessary | ESC Region 12<br>Staff Campus Crisis Management Team    | Sign-in logs                       | Training completed by May 2012    | Principal and Campus CPI Teams | Campus Management Plan                      |
|  | Provide staff development for support staff to increase technology proficiencies          | Local Funds<br>Local presenter/consultants<br>Computers | Training schedules<br>Sign-in logs | Aug. 2011<br>May 2012<br>on-going | Principal<br>Tech staff        | Successful use of technology and evaluation |

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**Performance Objective 3: Special Education services will be incorporated campus level so a minimum of 80% of special needs students will pass the TAKS Tests.**

|  | <b>STRATEGIES/ACTIVITIES</b>   | <b>RESOURCES</b>   | <b>FORMATIVE EVALUATIONS</b>  | <b>TIMELINE(S)</b>       | <b>PERSON RESPONSIBLE</b>                                  | <b>SUMMATIVE EVALUATIONS</b>  |
|--|--|--|---|--------------------------|--|---|
|  | Continue using inclusion model (Sp.Ed & ESL) where appropriate   | Special Education Teacher<br>Diagnostician                   | Increase instructional and program areas where inclusion opportunities can be offered to special education students | August 2011-<br>May 2012 | Principal<br>Special Ed. Teacher<br>Classroom Teachers     | The ratio of special education students in least restrictive environments will increase to meet the state standard. |
|  | Collaborate with regular education teachers, monitor the goals and objectives on the IEP's to insure student achievement | Special Education Teachers<br>Diagnostician                  | Informal conferences are conducted within each six weeks to discuss and monitor student progress                    | August 2011-<br>May 2012 | Special Education Teacher<br>Classroom Teachers            | The ratio of special education students in least restrictive environments will increase to meet the state standard. |
|  | Train all regular education teachers about special education processes   | Special Education Teacher<br>Classroom Teacher participation | Faculties will review the referral process  | August 2011-<br>May 2012 | Principal<br>Assistant<br>Superintendent                   | There will be an increased knowledge of the special education process and meeting mandated timelines.               |
|  | Train campus personnel regarding modifications for special education students in the mainstream classroom                | BiCounty Sp.Ed.<br>Cooperative personnel                     | Progress reports will show increased student achievement  | August 2011-<br>May 2012 | Diagnostician<br>Classroom Teachers<br>Special Ed. Teacher | The ratio of special education students in least restrictive environments will increase to meet the state standard. |

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**Performance Objective 4: Teague Junior High School will have a student attendance rate for the 2011-2012 school year that will maintain the state “recognized” standard.**

|  | <b>STRATEGIES/ACTIVITIES</b>  | <b>RESOURCES</b>  | <b>FORMATIVE EVALUATIONS</b>                        | <b>TIMELINE(S)</b>   | <b>PERSON RESPONSIBLE</b> | <b>SUMMATIVE EVALUATIONS</b>                                   |
|--|---|---|---|----------------------|---------------------------|--|
|  | TJHS will develop and implement attendance activities that will focus on students with perfect as well as greatly improved attendance | Campus PEIMS attendance clerks<br>Campus specific attendance incentives | Daily attendance reports<br>Campus attendance plans | By September 1, 2011 | Principal / staff         | 6 week attendance reports<br>TJHS<br>Annual attendance reports |

|  |   |  |   |   |                   |   |
|--|---|--|---|---|-------------------|---|
|  | Enforce mandatory attendance laws <ul style="list-style-type: none"> <li>• Send attendance letters to parents</li> <li>• Allow students to make-up time for excessive absences</li> <li>• Filing attendance complaints with appropriate judge</li> <li>• Local attendance committees will decide to allow credit in cases of excessive absences.</li> </ul> | PEIMS attendance data<br>Attendance letters<br>Campus Handbook | Students’ attendance checked weekly<br><br>Home/School Communications | August 2011- May 2012<br>( attendance monitored weekly) | Principal / staff | Improved attendance documented on monthly and annual student profiles |
|--|---|--|---|---|-------------------|---|

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**Performance Objective 5: Teague Junior High educators and parents will communicate to ensure that students will achieve the state “recognized” standard.**

|  | <b>STRATEGIES/ACTIVITIES</b>   | <b>RESOURCES</b>                              | <b>FORMATIVE EVALUATIONS</b>                         | <b>TIMELINE(S)</b>       | <b>PERSON RESPONSIBLE</b>                                   | <b>SUMMATIVE EVALUATIONS</b>  |
|--|--|---|--|--------------------------|---|---|
|  | Encourage campus staff to strengthen parental support and involvement by seeking home/school connections | Campus newsletters/notes<br>Orientation       | Telephone log<br>Email log                           | August 2011-<br>May 2012 | Principal<br>Counselor<br>Teachers and<br>paraprofessionals | Parent Involvement sign-in sheets<br>Annual Parent Involvement Evaluation surveys |
|  | Provide intervention services to ensure that students stay in school                                     | Counselor                                     | Counselor/Principal documentation of truant students | August 2011-<br>May 2012 | Principal<br>Counselor                                      | Annual attendance documentation   |
|  | Provide counseling for students with attendance problems   | Counselor                                     | Counselor log  | August 2011-<br>May 2012 | Campus counselor  | Annual attendance documentation   |
|  | Contact parent/guardian of students who fail 1 or more subjects during a grading period                  | Counselor<br>Instructional Staff<br>principal | Students’ grades on 3 week progress/report           | August 2011<br>May 2012  | teachers  | Students’ grades on 6 week Report Cards   |

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**Performance Objective 6: Grade level and campus transitions services will support Teague Junior High School in achieving 80% or recognized status in 2011-2012**

|  | <b>STRATEGIES/ACTIVITIES</b>  | <b>RESOURCES</b>  | <b>FORMATIVE EVALUATIONS</b>                         | <b>TIMELINE(S)</b>       | <b>PERSON RESPONSIBLE</b>          | <b>SUMMATIVE EVALUATIONS</b>  |
|--|---|---|--|--------------------------|------------------------------------|---|
|  | Provide information to parents and students regarding transitioning from one campus to another as well as one grade to another              | Transition information  | Parent letters, Brochures, Orientation Schedules     | August 2011<br>May 2012  | Counselor<br>Teachers<br>Principal | STAAR results, teacher recommendation referrals, report cards   |
|  | Provide information to students and parents in regards to academic choices, including choice sheets and four year plans, in a timely manner | 8 <sup>th</sup> grade course selection handout<br>Graduation track packet<br>Course selection handout – 6 <sup>th</sup> , 7 <sup>th</sup> grade | Parent/student feedback                              | Spring semester 2012     | Counselor                          | Meeting Agendas<br>Sign-in sheets<br>Parent responses   |
|  | Utilize the TISD counselors to target student needs   | Counselor   | Counselor log documenting numbers of students served | August 2011-<br>May 2012 | Counselor                          | Annual counselor log  |
|  | Review (revises as necessary) academic handbooks and course offerings annually  | Course Selection Handout<br>Student Handbooks   | CLC committee minutes                                | May 2012                 | Principal<br>CLC committee         | Signed parent receipts<br>Board minutes- approval of revised documents<br>Signed student course registration on file. |
|  | TJHS will host orientation / open house.  | Title I funds<br>Local funds<br>Agendas   | Parent Attendance records<br>Parent Feedback         | August 2011              | Principal                          | Annual parent involvement summary reports   |

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|  | <b>STRATEGIES/ACTIVITIES</b>   | <b>RESOURCES</b>  | <b>FORMATIVE EVALUATIONS</b>  | <b>TIMELINE(S)</b>       | <b>PERSON RESPONSIBLE</b>                                   | <b>SUMMATIVE EVALUATIONS</b>  |
|--|--|---|---|--------------------------|---|---|
|  |  |   |   |                          |   |   |
|  | Counsel all students with appropriate skills and attributes to pursue advanced courses. Counsel 8 <sup>th</sup> graders and parents/guardians on THS scheduling options. | Course Selection Handout Incoming 7 <sup>th</sup> /8 <sup>th</sup> grade<br><br>Graduation requirements for 8 <sup>th</sup> grade | Enrollment in courses<br>Creation of master schedule<br>Approved Course Selection | Apr. 2012<br>August 2012 | THS and TJHS<br>Campus Counselors<br>Teachers<br>Principals | Enrollment and completion of advanced courses<br><br>Printed schedule of courses for each student |
|  | Identify and serve at least 5% of students at each campus in Gifted and Talented courses   | G/T testing matrix<br>G/T Funds<br>G/T training<br>Curriculum differentiation   | Number enrolled in G/T program including sub-populations                          | Aug. 2011<br>May 2012    | G/T coordinator<br>G/T teachers<br>Principal                | Success in serving 5% of students<br>Evaluations by G/T students and parents                      |

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**DISTRICT GOAL 2:**    **Establish a safe school climate that encourages a positive self-image while providing an atmosphere conducive to learning.**

**Performance Objective 1: TJHS will provide and maintain a safe and structural environment for all students, staff, and visitors.**

|  | <b>STRATEGIES/ACTIVITIES</b>   | <b>RESOURCES</b>  | <b>FORMATIVE EVALUATIONS</b>                 | <b>TIMELINE(S)</b>     | <b>PERSON RESPONSIBLE</b>   | <b>SUMMATIVE EVALUATIONS</b>            |
|--|--|---|--|------------------------|---|---|
|  | Create a Crisis Management Team for the purpose of developing procedures for crisis intervention at the campus level | Campus/District Counselors<br>Teague Police Dept.<br>Central Office Staff<br>Crisis Mgt. representatives from each campus<br>Title IV Funds | Planning Meeting<br>Agenda<br>Sign-in sheets | Sept. 2011<br>May 2012 | Campus Principal<br>Campus Counselor                                | Implementation of the plan              |
|  | Create and train crisis response teams for the campuses  | Region 12 ESC<br>Teague Police Dept.  | Planning Meeting<br>Agenda                   | Aug. 2011<br>Aug. 2012 | Campus Principal<br>Campus Counselor<br>Crisis & Intervention staff | Completed plan<br>Training certificates |

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|  |  |  |   |                           |                              |                              |
|--|--|--|---|---------------------------|------------------------------|------------------------------|
|  | Create and implement security procedures for campus visitors   | Principal<br>Campus Staff<br>Campus Custodians   | Campus sign-in logs   | Aug. 2011<br>May 2012     | Principal                    | Campus reports               |
|  | Drug intervention counseling will be available for individual situations at all TJHS campus                | Campus Administration<br>Campus Counselors   | Counselor logs  | Aug. 2011<br>May 2012     | Counselor                    | Drug Free Schools evaluation |
|  | Counselors will work to provide a re-entry plan for students returning to their campus after AEP placement | Counselor<br>Principal   | DAEP records<br>Log of students returning from DAEP placement | Aug. 2011<br>May 2012     | Campus Counselor             |                              |
|  | Provide an Alternative School Placement program for students in need of services                           | Continue membership in the Freestone County Alternative Education Program<br>SCE funds not to exceed 18% of state allocation | AEP records of student services rendered                      | August 2011 –<br>May 2012 | Superintendent<br>Principals | Discipline Records           |

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|--|--|---|--|-----------------------|-------------------------------------|---|
|  | Revise student code of conduct.<br>Review, implement, and make parents aware of Campus Discipline Plan | CLC<br>Resource Guide for Campus Planning<br>Campus Administrator<br>TEA<br><br>Board of Trustees | Board Minutes<br>Log for meeting of CLC<br>Parent acknowledgement forms for receipt of plans | Aug. 2011<br>May 2012 | TISD<br>Superintendent<br>Principal | Completed plan approval by TISD Board of Trustees |

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**DISTRICT GOAL 3: Employ highly qualified personnel representative of all community cultures.**

**Performance Objective 1: The most professional staff possible will be employed and retained; and the professional/paraprofessional staff will appropriately represent ethnic minorities.**

|  | <b>STRATEGIES/ACTIVITIES</b>   | <b>RESOURCES</b>                     | <b>FORMATIVE EVALUATIONS</b>                            | <b>TIMELINE(S)</b> | <b>PERSON RESPONSIBLE</b>                                      | <b>SUMMATIVE EVALUATIONS</b>   |
|--|--|--------------------------------------|---|--------------------|--|--|
|  | Utilize the District web page to provide up to date information about job vacancies                | District Website<br>ESC 12 Website   | Job vacancies are posted                                | Aug. 2011-2012     | Technology Dept.<br>Superintendent                             | Job vacancies are posted as they occur and are removed when the position is filled |
|  | Continue to prioritize the selection of fully certified and experienced teachers for all vacancies | Competitive salary schedule          | Evaluate new personnel to document certification status | On-going 2011-2012 | Principal<br>Assistant<br>Superintendent<br><br>Superintendent | Annual report regarding certification status of new teachers                       |
|  | Continue Homegrown Recruitment Program   | Local Policy<br><br>Budget Amendment | Policy Application                                      | Spring/Summer 2012 | Superintendent<br>Board of Trustees                            | Number of Homegrown participants   |

**TEAGUE JUNIOR HIGH SCHOOL CAMPUS IMPROVEMENT PLAN**

**2011-2012**

**"Educating Students To Become Responsible, Productive Citizens"**

|  | <b>STRATEGIES/ACTIVITIES</b>   | <b>RESOURCES</b>  | <b>FORMATIVE EVALUATIONS</b>                                      | <b>TIMELINE(S)</b>    | <b>PERSON RESPONSIBLE</b>                                       | <b>SUMMATIVE EVALUATIONS</b>                      |
|--|--|---|---|-----------------------|---|---|
|  | Continue to focus efforts on the recruitment of minority teachers, paraprofessionals and administrators  | Budget allocation for recruitment efforts & staff time committed to recruitment | Recruitment Schedule<br>Documentation of recruitment participants | 2011-2012             | Principal<br><br>Superintendent                                 | Documentation of recruitment efforts and results. |
|  | Prepare recruitment materials to promote TJHS employment   | District website<br><br>Brochures   | Development of materials for recruitment                          | 2011-2012             | Tech. staff<br>Counselor<br>Administrators                      | Recruitment results                               |
|  | Contact colleges and universities that have a concentration of ethnic minority population for recruitment of personnel   | Job Fairs   | Application file<br>Job Résumé's<br>Interviews                    | Aug 2011<br>May 2012  | Superintendent<br>Principal                                     | Personnel hired<br>Central Office personnel files |
|  | Consider ways to improve retention of teachers including salaries, insurance, benefits, mentoring and supportive assistance in regard to certification completion for professionals on permits | Principal<br>Administrative staff   | CLC evaluation  | Aug. 2011<br>May 2012 | Superintendent<br><br>Assistant Superintendent<br><br>Principal | Improved retention rate                           |

**TEAGUE INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN**

**2008-2009**

**"Educating Students To Become Responsible, Productive Citizens"**

**DISTRICT GOAL 4: Communication and cooperation between the school, community, and parents will increase at all TJHS campus to improve the progress made by students.**

**Performance Objective 1: By the end of the 2011-2012 school year, parent involvement will increase at all TJHS campus.**

|  | <b>STRATEGIES/ACTIVITIES</b>                            | <b>RESOURCES</b>   | <b>FORMATIVE EVALUATIONS</b>   | <b>TIMELINE(S)</b>    | <b>PERSON RESPONSIBLE</b>  | <b>SUMMATIVE EVALUATIONS</b>                                      |
|--|---|--|--------------------------------|-----------------------|--|---|
|  | Encourage parents to attend school sponsored activities | Orientation<br>FFA Contests<br>Book Fairs<br>School Programs<br>Holiday Programs<br>Band Booster Club<br>Field Trips<br>UIL Competitions<br>Athletic Games | Sign-in logs<br>Parent Surveys | Aug. 2011<br>May 2012 | Principal<br>Campus staff<br>Officers of clubs<br>Community volunteers | End of Year Title I Evaluation<br><br>Evaluation of Parent Survey |

**Performance Objective 2: Parent, business, community participation on TJHS Committees will increase.**

|  | <b>STRATEGIES/ACTIVITIES</b>                                       | <b>RESOURCES</b>  | <b>FORMATIVE EVALUATIONS</b> | <b>TIMELINE(S)</b>                           | <b>PERSON RESPONSIBLE</b> | <b>SUMMATIVE EVALUATIONS</b>                         |
|--|--|---|------------------------------|--|---------------------------|--|
|  | Provide information to all members with time and place of meetings | WEB home-page<br>Teague Chronicle<br>Campus Newsletters | CLC agendas/minutes          | August 2011-<br>May 2012<br><br>CLC meetings | CLC                       | Minutes of meetings on web and posted on TJHS campus |