



2009-2010

"Educating Students To Become Responsible, Productive Citizens"

Campus Site Based Decision Making Committee Members

Donnie Osborn	Administrator
Derek Tyler	Teacher
Judy Hunt	Teacher
Nikki Hullum	Teacher
Shannon Hopkins	Community Member

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.

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Elect members for three year staggered terms as outlined by state rule.	Self-nomination forms 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 AEIS report PEIMS data AEIS-IT data Staff Development Calendar Testing Calendar Special Programs Reports	AEIS-IT Data Teacher Surveys Progress Reports Report Cards Benchmark Testing TPRI report Discipline Reports	September 2009- May 2010	Principal Counselors Classroom Teachers	AEIS Report Card TAKS testing reports Annual Attendance Reports PEIMS reports End of course data 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 AEIS report/PEIMS data Special Programs Reports TJHS longitudinal study AEIS-IT data Staff Development Calendar Testing Calendar	AEIS-IT Data Teacher Surveys Progress Reports Report Cards Benchmark Testing TPRI report Discipline Reports	September 2009	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 AEIS Report	Campus monthly committee reports	No later than the spring semester 2010	CLC members	Faculty or committee minutes. 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 2010	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 2010-11 district staff development calendar.	Calendar Region 12 staff dev. catalogue	Staff development surveys	August 2009	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 2009-May 2010	CLC committee	Training certificates on file.

DISTRICT GOAL 1: By the end of the 2009-2010 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 2009-2010 school year, Texas Assessment of Knowledge and Skills (TAKS) criterion-referenced test passing rate will be at least 80% or above for all TJHS students and each student sub-group).

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Disaggregate/Analyze TAKS data	TAKS, TPRI, Benchmark tests	2008& 2009 TAKS data & other Benchmark tests	December 2009 March 2010 May 2010	Assistant Superintendent Counselors Principal teachers	District performance reports and AEIS report
	Develop instructional timelines and assessment calendars	TAKS data Benchmark data Math and reading enhancement	C&I staff review	November 2009	Assistant Superintendent Principal teachers	Comprehensive Needs Assessment AEIS Report
	Teach the TEKS	Instructional Materials, TEKS, Staff time	Lesson Plans PDAS teacher appraisals, classroom observations	Weekly August 2009- May 2010	Principal teachers and instructional staff	Review and analyze all test data
	Provide individualized student instruction	Tutorials Summer school programs Staff Time AEIS-IT Math and Reading enhancement	Review and analyze student profiles based on AEIS-IT and Benchmark tests	Weekly August 2009- May 2010	Principal Counselor teachers and instructional paraprofessionals	Review and analyze all data
	Attend Staff Development training on TAKS/TEKS	Region 12 ESC Local funds Title I	Region 12 ESC records Staff Development Certificates and attendance sheets	August 2009 through July 2010	Assistant Superintendent C&I Staff Principals	2009 TAKS results TPRI and SDAA Results

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	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Disseminate the TAKS/TEKS information to campus staff	Staff Time Training information	Staff Training Schedule log sheets	Aug. 2009 through May 2010	C& I Dept., Superintendents Principal Counselors	2009 TAKS results TPRI results SDAA results
	Establish a grade level sequence and vertical alignment of TEKS in Reading/Language Arts, Math, Science, and Social Studies	Local Funds Examples of other Benchmarks and Assessments	Schedule of Curriculum and Departmental Meetings	May 2010	Assistant Superintendent Principal	Curriculum documents aligned with TEKS/TAKS
	TJHS teachers/staff will provide extended accelerated instruction to at risk students in Math Implement the Read Right reading program	SCE Funds	Increase proficiency on benchmark testing TAKS testing	September 2009- May 2010	Principal Teachers	7 th & 8th grade students benchmark testing increase
	Conduct a summer school program for SCE identified students at junior high Computer assisted instruction for SCE summer school	SCE Funds	Schedule of classes List of SCE students enrolled Computers with stands & printers; Basic Skills Interactive	Summer 2010	Assistant Superintendent Principal Teachers	Retention rate vs. Advancement rate; Attendance logs; Basic Skills Interactive Summative Reports

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	After school tutorial & TAKS Math and Reading enhancement for SCE Junior High identified students	SCE Funds	List of SCE students served	August 2009 – May 2010	Assistant Superintendent; Principal SCE Teachers	Attendance reports; benchmark testing results comparisons Increase in TAKS TLI
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	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Special Education teachers will utilize released TAKS & TPRI test data as a means of monitoring student progress	Class reports Benchmark data Teacher time	Review IEP goals and objectives every 6 weeks Mail IEP reports to parents (if appropriate)	Aug. 2009 May 2010	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/TAKS	TEKS TAKS information Teacher time	Lesson plans and Classroom assessments	Aug. 2009 May 2010	Sp. Ed Teachers 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 Teacher time Tracking folders with modification sheets	Progress on IEP goals and objectives reviewed each 6 weeks and send progress reports every 3 weeks	Aug. 2009 May 2010	Sp. Ed teachers Principal	Review IEP goals at annual ARD meeting and included in documentation

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	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	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 to check out form-- Tech. Dept.	Aug. 2009 May 2010 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. 2009 May 2010	Assistant Superintendent Principal Technology	Appropriate software is recommended for purchase

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

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Special Education teacher will be trained on the interpretation of TAKS data	ESC 12 Consultants BiCounty Cooperative Personnel	Teachers will be able to align TEKS with IEP goals and objectives	Aug. 2009 May 2010	Principal 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 Funds	Teacher will implement appropriate classroom activities	Aug. 2009 May 2010	Principal 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 Specialized staff development for extra duty SCE teachers/SCE summer school teachers	BiCounty Special Ed. Cooperative ESC 12 personnel Consultants Seminars/workshops SCE Funds	Students in inclusion classes will demonstrate satisfactory progress students in SCE enhancement summer school will demonstrate satisfactory progress	Aug. 2009 – May 2010	Teachers Principals	Increased participation of Sp. Ed students in inclusion classrooms and programs 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 enhancement (self-confidence)	Local Funds ESC Region 12	Agenda Sign-in logs	Aug. 2009 May 2010	Campus Counselor Principal	Use of materials Evaluations completed & documented

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	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Create and train Crisis Response and CPI Teams for TJHS Retrain CPI teams as necessary	ESC Region 12 Staff Campus Crisis Management Team	Sign-in logs	Training completed by May 2010	Principal and Campus CPI Teams	Campus Management Plan
	Provide staff development for support staff to increase technology proficiencies	Local Funds Local presenter/consultants Computers	Training schedules Sign-in logs	Aug. 2009 May 2010 on-going	Principal Tech staff	Successful use of technology and evaluation



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.

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Continue using inclusion model (Sp.Ed & ESL) where appropriate	Special Education Teacher Diagnostician	Increase instructional and program areas where inclusion opportunities can be offered to special education students	August 2009- May 2010	Principal Special Ed. Teacher 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 Diagnostician	Informal conferences are conducted within each six weeks to discuss and monitor student progress	August 2009- May 2010	Special Education Teacher 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 Classroom Teacher participation	Faculties will review the referral process	August 2009- May 2010	Principal Assistant 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. Cooperative personnel	Progress reports will show increased student achievement	August 2009- May 2010	Diagnostician Classroom Teachers Special Ed. Teacher	The ratio of special education students in least restrictive environments will increase to meet the state standard.

Performance Objective 4: Teague Junior High School will have a student attendance rate for the 2008-2009 school year that will maintain the state “recognized” standard.

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	TJHS will develop and implement attendance activities that will focus on students with perfect as well as greatly improved attendance	Campus PEIMS attendance clerks Campus specific attendance incentives	Daily attendance reports Campus attendance plans	By November 1, 2009	Principal / staff	6 week attendance reports TJHS Annual attendance reports
	Enforce mandatory attendance laws <ul style="list-style-type: none"> • Send attendance letters to parents • Allow students to make-up time for excessive absences • Filing attendance complaints with appropriate judge • Local attendance committees will decide to allow credit in cases of excessive absences. 	PEIMS attendance data Attendance letters Campus Handbook	Students’ attendance checked monthly Home/School Communications	August 2009- May 2010 (attendance stats pulled monthly)	Principal / staff	Improved attendance documented on monthly and annual student profiles

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

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Encourage campus staff to strengthen parental support and involvement by seeking home/school connections	Campus newsletters/notes Orientation	Telephone log	August 2009- May 2010	Principal Counselor Teachers and paraprofessionals	Parent Involvement sign-in sheets Annual Parent Involvement Evaluation surveys
	Provide intervention services to ensure that students stay in school	Counselor	Counselor/Principal documentation of truant students	August 2009- May 2010	Principal Counselor	Annual attendance documentation
	Provide counseling for students with attendance problems	Counselor	Counselor log	August 2009- May 2010	Campus counselor	Annual attendance documentation
	Contact parent/guardian of students who fail 1 or more subjects during a grading period	Counselor Instructional Staff principal	Students’ grades on 3 week progress/report	August 2009 May 2010	teachers	Students’ grades on 6 week Report Cards

Performance Objective 6: Grade level and campus transitions services will support Teague Junior High School in achieving 80% or recognized status in 2008-2009

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	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 2009 May 2010	Counselor Teachers Principal	TAKS 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 th grade course selection handout Graduation track packet Course selection handout – 7 th grade	Parent/student feedback	Spring semester 2010	Counselor	Meeting Agendas Sign-in sheets Parent responses
	Utilize the TISD counselors to target student needs	Counselor	Counselor log documenting numbers of students served	August 2009- May 2010	Counselor	Annual counselor log
	Review (revises as necessary) academic handbooks and course offerings annually	Course Selection Handout Student Handbooks	CLC committee minutes	May 2010	Principal CLC committee	Signed parent receipts Board minutes- approval of revised documents Signed student course registration on file.
	TJHS will host orientation / open house.	Title I funds Local funds Agendas	Parent Attendance records Parent Feedback	August 2009	Principal	Annual parent involvement summary reports

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	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Counsel all students with appropriate skills and attributes to pursue advanced courses. Counsel 8 th graders and parents/guardians on THS scheduling options.	Course Selection Handout – 7 th /8 th grade Graduation requirements for 8 th grade	Enrollment in courses Creation of master schedule Approved Course Selection	Apr. 2010 August 2009	THS and TJHS Campus Counselors Teachers Principals	Enrollment and completion of advanced courses 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 G/T Funds G/T training Curriculum differentiation	Number enrolled in G/T program including sub-populations	Aug. 2009 May 2010	G/T coordinator G/T teachers Principal	Success in serving 5% of students Evaluations by G/T students and parents

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.

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Create a Crisis Management Team for the purpose of developing procedures for crisis intervention at the campus level	Campus/District Counselors Teague Police Dept. Central Office Staff Crisis Mgt. representatives from each campus Title IV Funds	Planning Meeting Agenda Sign-in sheets	Sept. 2009 May 2010	Campus Principal Campus Counselor	Implementation of the plan
	Create and train crisis response teams for the campuses	Region 12 ESC Teague Police Dept.	Planning Meeting Agenda	Aug. 2009 Aug. 2010	Campus Principal Campus Counselor Crisis & Intervention staff	Completed plan Training certificates

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	Create and implement security procedures for campus visitors	Principal Campus Staff Campus Custodians	Campus sign-in logs	Aug. 2009 May 2010	Principal	Campus reports
	Drug intervention counseling will be available for individual situations at all TJHS campus	Campus Administration Campus Counselors	Counselor logs	Aug. 2009 May 2010	Counselor	Drug Free Schools evaluation
	Counselors will work to provide a re-entry plan for students returning to their campus after AEP placement	Counselor Principal	DAEP records Log of students returning from DAEP placement	Aug. 2009 May 2010	Campus Counselor	
	Provide an Alternative School Placement program for students in need of services	Continue membership in the Freestone County Alternative Education Program SCE funds not to exceed 18% of state allocation	AEP records of student services rendered	August 2009 – May 2010	Superintendent Principals	Discipline Records

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	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Revise student code of conduct. Review, implement, and make parents aware of Campus Discipline Plan	CLC Resource Guide for Campus Planning Campus Administrator TEA Board of Trustees	Board Minutes Log for meeting of CLC Parent acknowledgement forms for receipt of plans	Aug. 2009 May 2010	TISD Superintendent Principal	Completed plan approval by TISD Board of Trustees

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.

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Utilize the District web page to provide up to date information about job vacancies	District Website ESC 12 Website	Job vacancies are posted	Aug. 2009-2010	Technology Dept. 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 2009-2010	Principal Assistant Superintendent Superintendent	Annual report regarding certification status of new teachers
	Continue Homegrown Recruitment Program	Local Policy Budget Amendment	Policy Application	Spring/Summer 2010	Superintendent Board of Trustees	Number of Homegrown participants

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	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	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 Documentation of recruitment participants	2009-2010	Principal Superintendent	Documentation of recruitment efforts and results.
	Prepare recruitment materials to promote TJHS employment	District website Brochures	Development of materials for recruitment	2009-2010	Tech. staff Counselor Administrators	Recruitment results
	Contact colleges and universities that have a concentration of ethnic minority population for recruitment of personnel	Job Fairs	Application file Job Résumé's Interviews	Aug 2009 May 2010	Superintendent Principal	Personnel hired 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 Administrative staff	CLC evaluation	Aug. 2009 May 2010	Superintendent Assistant Superintendent Principal	Improved retention rate

TEAGUE INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

2008-2009

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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 2008-2009 school year, parent involvement will increase at all TJHS campus.

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Encourage parents to attend school sponsored activities	Orientation FFA Contests Book Fairs School Programs Holiday Programs Band Booster Club Field Trips SPAIN UIL Competitions Athletic Games	Sign-in logs Parent Surveys	Aug. 2009 May 2010	Principal Campus staff Officers of clubs Community volunteers	End of Year Title I Evaluation Evaluation of Parent Survey

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

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Provide information to all members with time and place of meetings	WEB home-page Teague Chronicle Campus Newsletters	CLC agendas/minutes	August2009- May2010 CLC meetings	CLC	Minutes of meetings on web and posted on TJHS campus