

**Bay City Independent School District**  
**Bay City Junior High**  
**2016-2017 Campus Improvement Plan**

**Accountability Rating: Met Standard**

**Distinction Designations:**  
Top 25% Student Progress



**Board Approval Date: September 19, 2016**

# Mission Statement

The Bay City Junior High School Team is committed to providing a positive and productive learning environment that will foster academic, social and emotional growth for all students, giving them the tools and resources to become vibrant, respectful and productive citizens in society.

# Value Statement

You Have Value

You Have Purpose

You are Loved

It's Our Time to Shine!

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

The following student demographic needs have been identified and are listed in priority order:

1. Hispanic 64%, White 20%, African American 13%, Asian 1.41%, Two or more 1%.

### Demographics Strengths

1. BCJH student enrollment increased from previous year.

### Demographics Needs

1. Hispanic population has grown by 3%.
2. African American population has decreased by 1%
3. White population has decreased by 2%

# Student Achievement

## Student Achievement Summary

Year: 2016

Test Version(s): STAAR, STAAR L, STAAR A

Calculation Option: Level II Sat Phase-in 1

Grade(s): 06, 07, 08

Subpopulation	Reading/ELA			Mathematics			Social Studies			Science			Writing		
	Tested	LII Sat	LII Sat%	Tested	LII Sat	LII Sat%	Tested	LII Sat	LII Sat%	Tested	MStd	MStd%	Tested	MStd	MStd%
All Students	720	483	67%	718	514	72%	218	114	52%	219	143	65%	263	150	57%
African American	96	55	57%	96	56	58%	29	10	34%	29	11	38%	31	18	58%
Hispanic	476	312	66%	474	340	72%	146	70	48%	147	94	64%	173	92	53%
White	125	98	78%	125	98	78%	38	30	79%	38	33	87%	50	34	68%
ECD	506	310	61%	502	340	68%	154	72	47%	154	94	61%	181	98	54%

## Student Achievement Strengths

Our sub populations among hispanic, African American, and Economically disadvantaged students made significant gains across contents and grade levels.

**Hispanic** students made percentage gains in math across all three grade levels. 6th grade 3% improvement, 7th grade 3% improvement, 8th grade 5% improvement compared to last years scores.

**African American** students made percentage gains in math in both 7th and 8th grade levels. 7th grade 3% improvement, 8th grade 5% improvement compared to last years scores.

**Economically Disadvantaged** students made percentage gains in math for both 7th and 8th grade levels. 7th grade 8% improvement, 8th grade 7%

improvement compared to last years scores.

**African American** students made percentage gains in reading in both 7th and 8th grade levels. 7th grade 5% improvement, 8th grade 7% improvement compared to last years scores

**Hispanic** students made percentage gains in reading in both 7th and 8th grade levels. 7th grade 3% improvement, 8th grade 5% improvement compared to last years scores.

**Economically Disadvantaged** students made percentage gains in reading in both 7th and 8th grade levels. 7th grade 5% improvement, 8th grade 7% improvement compared to last years scores.

**African American** students made percentage gains in science in 8th grade, improving 14% compared to last years scores

**Hispanic** students made percentage gains in science in 8th grade, improving 15% improvement compared to last years scores.

**Economically Disadvantaged** students made percentage gains in science in 8th grade, improving 21% improvement compared to last years scores.

**African American** students made percentage gains in 8th grade social studies, improving 17% compared to last years scores.

**Hispanic** students made percentage gains in 8th grade social studies, improving 3% compared to last years scores.

**Economically Disadvantaged**

100% passistng rate in ALG 1 EOC exam.

### **Student Achievement Needs**

While good progress took place last year within our sub populations, BCJH still needs to strive and meet all safeguard measures of 60% among all testing catagories.

In addition , we need to improve in math and reading within the 6th grade levels.

## **School Culture and Climate**

### **School Culture and Climate Summary**

Teachers and faculty generally believe Bay City Junior High has a new perspective and outlook for school year. Teachers have demonstrated efforts to unite with a common cause of increasing student performance. Overall, a positive approach and energy has strengthened the school culture and climate. A common goal for campus is to improve safety concerns, reduce discipline incidents, and increase morale among faculty and students.

### **School Culture and Climate Strengths**

The Bay City Junior High learning community has joined together to dedicate time, efforts and resources in order to increase student engagement and academic achievement.

Efforts have been put in place to create a safe and secure learning environment for students and teachers.

Positive efforts have been made to increase parent involvement and communications.

### **School Culture and Climate Needs**

Decrease loss of instruction time for students removed from classroom because of suspension, ISS, and DAEP placement.

Improvement needed in structures and procedures for students and faculty regarding common areas of campus, morning, lunch time, transitions, and after school expectations.

Initiate programs to improve school pride, community service, and value of education.

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

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

100% highly qualified teachers are employed at Bay City Junior High

Bay City Junior High faculty represents the student body demographically in relation to the percentage of student populations.

19 new teachers were hired for the school year, which included transfer and experienced teachers from other locations.

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

Staff represents special populations of students in relation to percentage of student body.

More men were hired in new positions.

More African American teachers were hired in new positions.

All teachers are highly qualified.

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

Recruit more Hispanic educators.

Recruit more teachers with specialized content certifications.

Recruit more teachers with ESL and Special Education certifications.

## **Curriculum, Instruction, and Assessment**

### **Curriculum, Instruction, and Assessment Summary**

Instruction time increased as a result of going to a seven period schedule.

Tutorial time moved to thirty minutes in the morning instead of after school.

Content planning time created for teachers to assess and desegregate data from testing assessments.

### **Curriculum, Instruction, and Assessment Strengths**

Knovation (Brain Pop)

Edmentum-Study Island

ESL Reading Smart

CHAMPS (Safe & Civil Schools)

FLIPPEN (Capturing Kids Hearts)

SIOP training

Plato/Secondary Academic

Renaissance (AR/STAR)

Success Maker

Stetson and Associates Inclusion support and training

AVID institute training and strand instructional strategies



## **Curriculum, Instruction, and Assessment Needs**

Development of strategic and comprehensive benchmark assessments

Instructional technology training for more blended and active learning

## **Family and Community Involvement**

### **Family and Community Involvement Summary**

The following school family and community involvement needs have been identified and are listed in priority order:

1. Need to provide more parent involvement opportunities for our parents.
2. Need to provide increased ESL parent involvement opportunities.
3. Need to increase communication between the home and school.
4. Create a campus level parent involvement committee.

### **Family and Community Involvement Strengths**

1. We continue to have great family and community support of our school.
2. Highly active parent CARES volunteer group.
3. Student mentor program.
4. Good community incentive support for academic and attendance achievement

### **Family and Community Involvement Needs**

- Need to provide more parent involvement opportunities for our parents.
- Need to provide increased ESL parent involvement opportunities.
- Need to have parent and family education nights
- Need to increase communication between the home and school.
- Campus level parent involvement committee.

# **Technology**

## **Technology Summary**

The following technology needs have been identified and are listed in priority order:

1. Provide Success Maker training for staff members that will use the program.
2. Increase integration of interactive technology within all content classes.
3. The implementation of Remind 101 has been utilized by some teachers.
4. More in depth staff development needed to train teachers

## **Technology Strengths**

All core classrooms have LCD projectors, document cameras and available use of Mobi's.

Availability of five computer labs for student use.

## **Technology Needs**

Continue to provide technology training for teachers to increase instructional opportunities for students.

Adopt and utilize an effective Learning Management System that incorporates student assignments, portfolios, and artifacts of learning progress as well as an electronic system for teachers to assign lessons and provide organization and structure to coursework.

Campus needs WiFi throughout.

Campus needs mobile lap top or netbook stations for classes.

Teachers need wireless devices to interface with LCD projectors

Campus needs security web systems to video monitor school.

All teachers need phones in classrooms

# 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

- Texas Academic Performance Report (TAPR) data
- Federal Report Card Data
- PBMAS 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
- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading 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.
- 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
- Response to Intervention (RtI) student achievement data

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

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback

### **Employee 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
- PDAS and/or T-TESS

### **Parent/Community Data**

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

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

- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results

# Goals

**Goal 1: Bay City Junior High School will provide quality instruction and rigorous learning in all academic areas, with an emphasis on mastery in Reading, Writing, Mathematics, Social Studies and Science.**

**Performance Objective 1:** Bay City Junior High will increase this year's STAAR reading, math, social studies, science and writing scores for all grade levels by 10%.

**Evaluation Data Source(s) 1:** Bay City Junior High School will use data from student daily assessments, benchmark tests, grade reporting, Annual Yearly Progress (AYP) and state assessment results.

## Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Jan	Mar	May	July
<b>State System Safeguard Strategy</b> 1) All content teachers will use the TEKS Resource System scope and sequence.	3, 8, 9	Campus administrators, teachers	CSCOPE login activity, administrative classroom observations, and review of lesson plans				
<b>State System Safeguard Strategy</b> 2) All language arts content teachers will continue to attend STAAR, TEKS Resource System, and reading fluency, comprehension, and literacy curriculum staff development workshops.	4	Campus administrators	Increase in student achievement on our TAPR scores and copies of staff development certificates				
Funding Sources: 255 - Title IIA - 3000.00							
3) BCJH will provide common conference weekly team planning time for teachers to plan instructional lessons and activities, in addition to semester planning days		Campus administrators Department head leaders	T TESS classroom observations Lesson plans submitted weekly				
<b>State System Safeguard Strategy</b> 4) All special education teachers and paraprofessionals will continue to provide support to students with disabilities in the general education curriculum as well as receiving professional staff development with Stetson & Associates	8, 9	Campus administrators	Increase the number of special education students accessing the general education curriculum.  Increased student success among special education students being assisted with inclusion support				
<b>State System Safeguard Strategy</b> 5) All core academic teachers will administer two benchmark tests and use the campus DMAC scoring system.	3, 8	Campus administrators, teachers	Improvement in student achievement scores on STAAR released test and comparable assessments				
Funding Sources: 211 - Title I - 1200.00							

<b>State System Safeguard Strategy</b> 6) All core subjects will have tutorials required three mornings a week for student achievement improvement.	1, 3, 8, 9	Department chairs and campus administrators	Improvement in percentages of student passing all of their classes and student making the honor roll.				
	Funding Sources: 211 - Title I - 4750.00, 197 - State Compensatory - 2000.00						
7) We will continue to have staff development consultants and use Region III for our inclusion program. Stetson and Associates	4	Campus Principal	Increase in student test scores				
8) All core teachers of LEP students will attend bi-monthly ESL team meetings. Facilitated by an ESL teacher.		ESL teacher and campus principal	Sign in sheets, agendas of all meetings				
	Funding Sources: 197 - State Compensatory - 44705.00						
9) We will continue to increase teachers that are ESL certified.	1, 2, 3, 9	Campus principal	Significant student academic growth among ELL students				
<b>State System Safeguard Strategy</b> 10) Implement SIOP training and instructional strategies in all core academic classes that teach ESL students.	8	Campus administrators	Walkthroughs Evidence of higher student engagement and learning				
	Funding Sources: 199 - Local - 300.00						
11) We will have an ESL parent meeting the first semester of school for all grades with all ELL teachers	6	Campus Principal	Increase in test scores for all ELL learners				
12) Continue to have AVID for sixth, seventh and eighth grade. AVID students will continue with AVID student club with monthly meetings.	9	AVID teachers and campus administrators	Increase on academic benchmarks and STAAR scores.				
	Funding Sources: 199 - Local - 300.00						
13) The AVID team will continue to invite a guest speaker twice a month on Friday to share life and job related experiences with all AVID students during the AVID elective class.	9	AVID teacher and team, campus AVID principal	Increase in student motivation for improvement of grades				
14) AVID instructional and learning strands will be taught and implemented to entire staff training by AVID site team.	8, 9	Campus principal	Systematic instructional strategies that yield higher student engagement and learning				
15) AVID students will continue to take college field trips provided by the visiting college.	9	AVID teachers and AVID principal	Increase in the number of students that have exposure to higher level education.				
<b>State System Safeguard Strategy</b> 16) 6th Grade BCJH core teachers will use Study Island in all core areas.	3, 8, 9	Campus administrators and teachers	Increased benchmark scores and students passing the STAAR test.				
	Funding Sources: 211 - Title I - 2500.00						
<b>State System Safeguard Strategy</b> 17) Continuation of a computer lab that has Success Maker; instructional computer program for identified RTI math and reading students.	1, 2, 8, 9, 10	Campus Administrators and Success Maker instructors	Increase test scores				
	Funding Sources: 211 - Title I - 4975.00, 270 - Title VI - 10000.00						

18) Campus administrators will use iPads with internet access to help support DMAC.	2	Campus administrators	Increase teacher strategic, rigorous and engaging instructional lessons.				
Funding Sources: 211 - Title I - 2000.00							
19) We will use use DMAC for our T TESS evaluation for campus staff to help increase student achievement.	8	Campus administrators	Increase in student achievement Campus wide lesson plan template				
Funding Sources: 211 - Title I - 140.00							
<b>State System Safeguard Strategy</b> 20) Campus administrators will complete adequate annual training to be effective instructional leaders using current information and methods for school improvement. Part of this professional development includes TASSP Summer Institute, Lead4ward Leadership series, and Middle Schools Count TASSP in January.		Principal	Administrators provide certifications and participation agendas to professional development. Improvement of leadership effectiveness for campus goals				
Funding Sources: 211 - Title I - 3500.00							
21) Hand schedule ESL students into core academic subject area classrooms. ESL student schedules will reflect an inclusive model.(PMI)	1	Campus Principal Campus Counselors	Achievement in STAAR assessments				
<b>State System Safeguard Strategy</b> 22) Schedules will be created in modified blocks to provide more instruction in response to intervention for students who were unsuccessful in Math and Reading state assessments.	1, 3, 9	Principal Counsellors	Master schedule will reflect this change. Teacher plans for intervention used during this period.				
<b>State System Safeguard Strategy</b> 23) Language Arts teachers will attend staff development training specific to reading and writing academies to improve curriculum	2, 9	Campus Administration	Minutes, agendas and sign in sheets from planning and training meeting. T TESS evaluations and walk through. Student progress improvement in all sub populations.				
Funding Sources: 211 - Title I - 1072.00							
24) Utilize Knovation products including NetTrekker and Brain Pop to integrate technology into daily lesson plans with the goal of improving academic success.(SS)	8	Teachers, Librarian	Improved academic achievement and increased use of technology.				
Funding Sources: 211 - Title I - 2095.00							
<b>State System Safeguard Strategy</b> 25) Modified blocks will support ELL students in building academic competency skills in math and reading	8	Teachers	Improved academic achievement and STAAR performance.				
Funding Sources: 211 - Title I - 1200.00							
26) Daily common planning time for all core area teachers.		Principal, Counselors	Master schedule to reflect common planning periods.				
27) Resource students will be scheduled using an inclusive model supported with pull outs by the resource teacher.		Counselor and Resource Teacher	Improved academic achievement on the STAAR test.				



28) Campus will focus on math, reading, science and social studies weaknesses. Will use all dissagregated student scores from a variety of assessments to adjust instruction to meet the needs of all students. BCJH has adopted a new Instructional leadership committee that meets monthly to discuss instructional pedagogues and student performance data.	1	Principal	Improved performance on STAAR.				
	Funding Sources: 211 - Title I - 3995.00						
29) BCJH will continue to have teachers attend conferences and professional development to improve instructional strategies and network with other educational professionals to improve effective teaching practices		Campus Administration	Teachers have participated in various professional development events including improving math skills through active learning, increasing literacy and comprehension in academic language, and to enhance instructional strategies.				
30) BCJH will provide teachers with effective resources that will increase academic progress through the implementation of technology.		Campus administration	New interactive projectors are being purchased and an increased licenses for STAR Renaissance reading have been implemented. WiFi is expected to be installed on the campus to increase web based learning.				
31) Elective teachers will integrate core subject curriculum into their perspective coursework to support the four key content areas.							
32) BCJH will provide support to improve reading, literary and writing competencies for 6th and 7th grade students through improved strategies and teacher training. This will include Region 3 consultation and professional development training.		Administrators	Improvement for 6th and 7th grade STAAR results				
	Funding Sources: 211 - Title I - 10000.00						
33) BCJH will provide support to language arts teachers through the assistance of instructional specialist, Jessica Estinbaum		Administrators	Improvement for all language arts student STAAR results				
	Funding Sources: 211 - Title I - 10000.00						
= Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue							

**Goal 2: Bay City Junior High School will provide a safe and disciplined environment which is conducive to learning.**

**Performance Objective 1:** Bay City Junior High School will provide a safe, secure environment for all students and staff.

**Evaluation Data Source(s) 1:** Bay City Junior High School administrative staff will use PEIMS Data Plus and TxEIS to monitor discipline data.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Jan	Mar	May	July
1) We will continue with student class meetings conducted by campus administrators at the beginning of each year and semester that outlines student expectations, behavior, bullying, sexual harassment and conflict resolution.		Campus principals and faculty	Decrease in discipline referrals monthly and higher student achievement				
2) We will continue to have a campus police officer assigned to our campus.		BCISD Police Chief, Police Officer, Campus administrators	Daily schedule of the officer supervising students				
3) We will continue to provide services to support Safe and Drug Free Week Schools, Red Ribbon Week and unscheduled drug dog campus visits.		Campus police officer, chief of police and campus principal	PEIMS incident report reductions in discipline				
Funding Sources: 199 - Local - 500.00							
4) We will continue with the use of our Raptor System for campus visitors.		Campus administrators, office staff	We will know immediately when offender is on our campus				
Funding Sources: 199 - Local - 500.00							
5) We will continue to provide Crisis Prevention Intervention training for our campus teachers.	4	Campus principal	Teacher CPI certificates				
6) We will continue to follow our Student Code of Conduct and allow due process for all students.		Teachers and campus administrators	PEIMS reports				
Funding Sources: 199 - Local - 500.00							
7) We will continue to implement our campus Crisis Management Plan.		Campus administrators and campus police	Emergency drills for lock down, fire drills and other crisis situations				
8) We will have bully presentations by counselors and guest speakers for all students.	4	Campus administrators and counselors	Decrease in monthly PEIMS reports that indicate bully of insubordinate behavior.				

9) Students have opportunities to report bullying to teachers, counselors, administrators and campus police if they are being bullied including access to Talk About It to report bullying. Campus administrators will then follow the Student Code of Conduct when administering discipline to students that are bullying other students.	Teachers, Counselors, Campus Administrators and Campus Police	Incidents reduced in PEIMS reports				
10) Bay City Junior High will monitor PEIMS Discipline entries each semester. PEIMS data entry will be done in a timely fashion.	Principal	Bay City Junior High will have 100% accuracy on disciplinary reports				
11) Create and implement a campus wide discipline plan.	Principal, Assistant Principals and Campus Committee	Decrease in discipline incidents.				
12) Bay City Junior High will implement Capturing Kids Hearts training by all faculty to build relationships and to foster a positive and safe learning environment.	Teachers, Counselors, Campus Administrators	Increase in student engagement and reduction of behavior referrals				
13) Bay City Junior High will incorporate Safe & Civil training done by all personnel to improve procedures and policies with regard to campus safety and CHAMPS class room management training.	Teachers, Counselors, Campus Administrators	Increase in student engagement and reduction of behavior referrals				
14) Bay City Junior High will add safety provisions for campus security including gated entries, security cameras and more radios provided to personnel.	Campus staff and administration	Reduction of behavior and reported criminal activities				
15) BCJH will provide staff development through Region 3 for new teachers to improve classroom management skills	Campus administrators					
16) Essential staff members will be given CPR and first aid training.	Principal and assistant principals	Provide certification for training				
= Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue						

**Goal 2:** Bay City Junior High School will provide a safe and disciplined environment which is conducive to learning.

**Performance Objective 2:** The faculty and staff will increase parent involvement by 10 percent.

**Evaluation Data Source(s) 2:** Bay City Junior High School administrative staff will track teachers parent contact sheets and parent involvement activity sign in sheets.

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Jan	Mar	May	July
1) We will continue to have Meet the Teacher Night and Parent Involvement Day.	6	Campus principal	Increase in the parent involvement activities.				
Funding Sources: 199 - Local - 500.00							
2) We will continue to have monthly and yearly calendars posted on our campus website.	6	Principal, office staff	Hits on website				
3) Continue to have staff email and websites that allows staff members to communicate with parents.	6	Campus principal	Parents accessing campus website				
4) Continue to have CARES volunteers helping with instructional and clerical support on our campus.	6	Campus administrators, counselors	Increase in parent volunteers				
5) We will develop and use a parent email system to send out calendars and parent updates.		Principal	Regular emails sent out to parents.				
6) Teachers will implement the Remind 101 system to remind students and parents about homework, projects, tests, etc.		Campus Administrators	Increased parent communication from teachers. Decrease in missing and late assignments from students.				
7) BCJH will continue to use Parent Portal to give parents access to their students' grades.		Campus Administration, Counselors	Increased parent communication and parent conferences.				
8) Provide additional parent contact through the parent involvement committee.		Assistant Principal	Increased parent involvement activities, increased parent participation.				
9) Schedule diversity training for BCJH staff.		Principal	Improvement in Index 3 on STAAR test.				
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							

**Goal 3: Bay City Junior High School will place a continued emphasis on providing students with highly qualified teachers and varied ethnic role models.**

**Performance Objective 1:** Bay City Junior High School will address all students needs along with program support for all low socioeconomic, at-risk, LEP, ESL, Special Education, and GT/Pre-Ap students by hiring highly qualified teachers.

**Evaluation Data Source(s) 1:** Bay City Junior High School administrative team will monitor daily our master schedule class counts and evaluate state assessment data.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Jan	Mar	May	July
1) We will continue as our goal to employ only highly qualified teachers.		Campus principal	Meeting AYP				
2) Develop a new teacher mentoring program to support our new teachers.		Principal and Assistant Principals	Increased staff retention.				
3) Develop and implement a teacher recognition program.		Assistant Principal	Increased teacher retention. Improved staff survey results.				
4) We will participate in career fairs at colleges and region centers to recruit new teachers.		Principal	We will hire 100% highly qualified teachers.				
5) We will use internet job postings to attract new teacher candidates.		Principal	Increased pool of job applicants from diverse backgrounds.				
6) We will work with Region centers and colleges to place job openings on their job boards.		Principal	Increased pool of job applicants.				
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							

**Goal 4: Bay City Junior High School will provide a positive learning environment that will embrace diverse populations and foster strong relationships with our parents and community.**

**Performance Objective 1:** Bay City Junior High will strive to offer opportunities for more parent involvement as well as community engagement with our campus

**Evaluation Data Source(s) 1:** Successful events that include agendas of activities and parent survey results

**Summative Evaluation 1:**

**Goal 5: Bay City Junior High School will strive to have all students in attendance to school everyday in order to improve student academic achievement.**

**Performance Objective 1:** Bay City Junior High School will achieve and maintain 96% attendance.

**Evaluation Data Source(s) 1:** Our administrative staff will use daily attendance reports of students to determine excessive absences and file truancy charges on parents.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Jan	Mar	May	July
1) We will continue to make home visits for chronic attendance offenders. Send letters to parents after students' third absence and file on students with excessive absences.	6	Campus administrators, attendance clerk, campus police	Increase in daily attendance percentages				
2) We will continue with our student of the month awards for students that display a positive daily attitude and have outstanding academic achievement.	9	Teachers and campus administrators	PEIMS reports				
Funding Sources: 199 - Local - 200.00							
3) We will continue to have Panther Camp for incoming sixth graders to transition into Bay City Junior High School from feeder schools.	9	Teachers, counselors and campus administrators	Number of students attending the transition camp				
Funding Sources: 199 - Local - 500.00							
4) BCJH will have our automated phone system, School Messenger, call every student's guardian daily if they are absent from school.		Principal, attendance clerk	Increase attendance rate				

5) We will continue our drop out prevention measures with our campus administrators, counselors, attendance clerk, registrar and truancy officer following-up on any student that withdraws from school and not enroll in another school.		Counselors, Administrators, Truancy Officer, Attendance Clerk and Registrar	PEIMS report indicates zero dropouts				
6) Every 3 weeks counselors will conference with students who have excessive absences to help prevent further attendance concerns.		Principal, counselors	Increased student attendance				
<b>State System Safeguard Strategy</b>	1, 2, 4, 6	Principal and Assistant Principals	PDAS observations, decrease in discipline referrals, increase in student achievement on STAAR.				
7) All staff will attend Capturing Kids Hearts training and will implement strategies in their classrooms.	Funding Sources: 211 - Title I - 30000.00						
= Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue							

## State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	All content teachers will use the TEKS Resource System scope and sequence.
1	1	2	All language arts content teachers will continue to attend STAAR, TEKS Resource System, and reading fluency, comprehension, and literacy curriculum staff development workshops.
1	1	4	All special education teachers and paraprofessionals will continue to provide support to students with disabilities in the general education curriculum as well as receiving professional staff development with Stetson & Associates
1	1	5	All core academic teachers will administer two benchmark tests and use the campus DMAC scoring system.
1	1	6	All core subjects will have tutorials required three mornings a week for student achievement improvement.
1	1	10	Implement SIOP training and instructional strategies in all core academic classes that teach ESL students.
1	1	16	6th Grade BCJH core teachers will use Study Island in all core areas.
1	1	17	Continuation of a computer lab that has Success Maker; instructional computer program for identified RTI math and reading students.
1	1	20	Campus administrators will complete adequate annual training to be effective instructional leaders using current information and methods for school improvement. Part of this professional development includes TASSP Summer Institute, Lead4ward Leadership series, and Middle Schools Count TASSP in January.
1	1	22	Schedules will be created in modified blocks to provide more instruction in response to intervention for students who were unsuccessful in Math and Reading state assessments.
1	1	23	Language Arts teachers will attend staff development training specific to reading and writing academies to improve curriculum
1	1	25	Modified blocks will support ELL students in building academic competency skills in math and reading
5	1	7	All staff will attend Capturing Kids Hearts training and will implement strategies in their classrooms.



# State Compensatory

## Budget for Bay City Junior High:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
197-11-6112.00-041-6-30	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$6,000.00
197-11-6119.21-041-6-30	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$76,149.00
197-11-6119.59-041-6-30	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$41,200.00
197-11-6119.64-041-06-30	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$26,765.00
197-11-6129.00-041-6-30	6129 Salaries or Wages for Support Personnel	\$18,140.00
<b>6100 Subtotal:</b>		<b>\$168,254.00</b>

**Personnel for Bay City Junior High:**

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
	Teacher	ESL	1
	Teacher	English	.5
	Teacher	English	.5
	Instructional Aide	Computer Lab	.75
	Teacher	Math	1
	DAEP teacher	DAEP	1
	DAEP Instructional Aide	DAEP	1
	DAEP Instructional Aide	DAEP	1

## Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
BCJH	Aide	ESL	1.0

## Campus Instructional Leadership Team

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Business Representative		
Business Representative	Debbie Franz	
Classroom Teacher	Lucinda Anzaldua	
Classroom Teacher	Jessica Douglas	
Classroom Teacher	Kellee Eidlebach	
Classroom Teacher	Traci Gernand	
Classroom Teacher	Christina MacDonald	
Classroom Teacher	Amy McLain	
Classroom Teacher	Karen Schelsteder	
District-level Professional	Jessica Estlinbaum	
Non-classroom Professional	Ric Carlin	
Paraprofessional	Erica Jackson	
Parent		
Parent		
Principal	Keely Coufal	

# Campus Funding Summary

<b>211 - Title I</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5			\$1,200.00
1	1	6			\$4,750.00
1	1	16			\$2,500.00
1	1	17			\$4,975.00
1	1	18			\$2,000.00
1	1	19			\$140.00
1	1	20			\$3,500.00
1	1	23			\$1,072.00
1	1	24			\$2,095.00
1	1	25			\$1,200.00
1	1	28	Teacher assistance for 8th grade Social Studies:		\$3,995.00
1	1	28	Region III Social Studies specialist assistance		\$0.00
1	1	32	Salary for Jennifer Runnels		\$10,000.00
1	1	33	Salary for Jennifer Runnels		\$10,000.00
5	1	7			\$30,000.00
<b>Sub-Total</b>					<b>\$77,427.00</b>
<b>270 - Title VI</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	17			\$10,000.00
<b>Sub-Total</b>					<b>\$10,000.00</b>
<b>255 - Title IIA</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2			\$3,000.00
<b>Sub-Total</b>					<b>\$3,000.00</b>

<b>197 - State Compensatory</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	6			\$2,000.00
1	1	8			\$44,705.00
<b>Sub-Total</b>					\$46,705.00
<b>199 - Local</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	11	Materials for parent meetings		\$300.00
2	1	3			\$500.00
2	1	4			\$500.00
2	1	6			\$500.00
2	2	1			\$500.00
5	1	2			\$200.00
5	1	3			\$500.00
<b>Sub-Total</b>					\$3,000.00
<b>Grand Total</b>					\$140,132.00