

**Comanche Independent
School District**

**H.R. Jefferies Junior
High School**

**2025-2026
Campus
Improvement Plan**

Mission Statement

It is the mission of Comanche ISD to educate all students to their full potential, preparing them to be skillful, life-long learners, effective communicators, and conscientious citizens of society.

Vision

The Board of Trustees of Comanche ISD envisions a school district that: Equips all students with the essential knowledge and skills to achieve their full potential, developing them to read critically, speak fluently, write competently, and listen effectively; Is student-centered and recognized by peers for success in all programs and activities; Inspires an enthusiasm for excellence and a quest for new knowledge and skills in both staff and students; Creates a safe environment to promote the development of moral values and character traits that prepare students for the responsibilities required of conscientious citizens of society, and; Mobilizes the best efforts of all stakeholders toward the common goal of the best interests of the students of Comanche ISD.

Value Statement

It is the belief of the Board of Trustees of Comanche ISD that the following statements express the fundamental values and core principles to guide all decision-making, planning, organization and administration of the school district. All students can learn and it is the responsibility of Comanche ISD to provide adequate and equitable opportunities for students to achieve their full potential. Students achieve best in a safe, orderly environment, led by a staff of qualified, dedicated professionals with high expectations, and supported by parents and community committed to the pursuit of educational excellence. Educational excellence for all students can be achieved through effective and efficient organization and allocation of available resources, training, and staff development.

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Goals

Goal 1

HRJJH will implement a comprehensive, challenging course of study that addresses the individual and diverse needs of learners while preparing all students with the knowledge and skills necessary to be successful in an ever-changing world.

Performance Objective 1

HRJJH student achievement data will indicate that each student maintained or exceeded growth, specifically targeting writing skills and scores, with particular attention to our subpopulations.

Evaluation Data Source: MAP, 6 week data checks, STAAR, Post-tests, IXL

Summative Evaluation: Significant progress made toward meeting Performance Objective

Strategy 1

Teachers will make learning targets and objectives visible in classrooms.

Strategy's Expected Result/Impact: Students will understand the goal of each lesson and strive to work toward the stated goal.

Staff Responsible for Monitoring: Classroom teachers, Administrators

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments

Formative Reviews

Considerable Progress

December

Considerable Progress

February

Considerable Progress

April



Continue/Modify

June

Strategy 2

All classroom staff will submit assignments each six weeks as they implement and utilize The Writing Revolution professional development that was provided this summer and during in-service.

Strategy's Expected Result/Impact: Student participation in writing and the writing process will improve.

Staff Responsible for Monitoring: Administrators

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Formative Reviews

Considerable Progress

December

Considerable Progress

February

Considerable Progress

April



Continue/Modify

June

Performance Objective 2

HRJJH students will participate in diverse, educational field trips immersing students with opportunities and experiences within and outside our community and classrooms that create tangible, real life experiences to connect learning.

Evaluation Data Source: The Writing Revolution, MAP, STAAR scores and 6-weeks data checks

Summative Evaluation: Met Performance Objective

Strategy 1

HRJJH students will attend at least one field trip during the school year, connecting real world experiences to the grade level TEKS.

Strategy's Expected Result/Impact: Students will be able to tie different learning experiences back to classroom TEKS.

Staff Responsible for Monitoring: teacher

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction

Formative Reviews

No Progress

December

No Progress

February

No Progress

April



Accomplished

June

Goal 2

HRJJH will ensure students have access to a safe, supportive and culturally responsive learning environment.

Performance Objective 1

HRJJH will provide opportunities to facilitate a safe, supportive and culturally responsive learning environment.

Evaluation Data Source: Monitor use of bullying app, documentation of guidance lessons, awareness presentations

Summative Evaluation: Met Performance Objective

Strategy 1

The students will be provided with a way to anonymously report bullying.

Strategy's Expected Result/Impact: Students feel safe to advocate for themselves and others.

Staff Responsible for Monitoring: Counselor, Administration

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

Considerable Progress

December

Considerable Progress

February

Considerable Progress

April



Accomplished

June

Strategy 2

The campus Counselor and agencies such as Abilene Recovery Council will push into classrooms to present guidance lessons to the students.

Strategy's Expected Result/Impact: Promote healthy behaviors and relationships among students with their peers, staff, family, and community members.

Staff Responsible for Monitoring: Campus Counselor, Administration, outside agencies

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

Considerable Progress

Considerable Progress

Considerable Progress



Accomplished

Goal 3

HRJJH will promote an energizing environment that encourages student success and academic achievement among all subpopulations.

Performance Objective 1

HRJJH will strive to improve the campus attendance rate to 97%, facilitating growth in student performance.

Evaluation Data Source: Attendance and PEIMS reports

Summative Evaluation: Significant progress made toward meeting Performance Objective

Strategy 1

Attendance incentives will be offered for the fall and spring semesters.

Strategy's Expected Result/Impact: Higher student attendance each day.

Staff Responsible for Monitoring: Attendance Clerk, Administration

TEA Priorities: Improve low-performing schools

ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction

Formative Reviews

Moderate Progress

December

Moderate Progress

February

Considerable Progress

April



Continue/Modify

June

Strategy 2

Truancy will be monitored on a weekly basis.

Strategy's Expected Result/Impact: Increased awareness of habitual absences.

Staff Responsible for Monitoring: Attendance Clerk, Administration

TEA Priorities: Improve low-performing schools

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Formative Reviews

Moderate Progress

December

Moderate Progress

February

Moderate Progress

April



Continue/Modify

June

Strategy 3

Students and parents will be placed on truancy prevention plans when 7 or more absences are received.

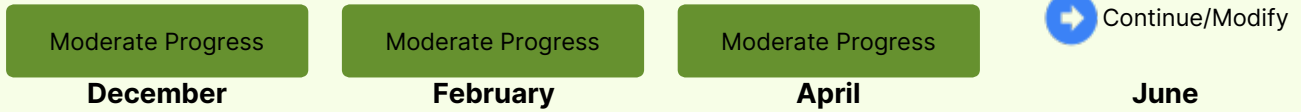
Strategy's Expected Result/Impact: An effective plan will discourage additional absences.

Staff Responsible for Monitoring: Administration

TEA Priorities: Improve low-performing schools

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction

Formative Reviews



Goal 4

HRJJH will build a collaborative relationship that actively engages our district, our families and community.

Performance Objective 1

HRJJH will increase quality and quantity of parent and community interactions.

Evaluation Data Source: Administrators

Summative Evaluation: Significant progress made toward meeting Performance Objective

Strategy 1

HRJJH will host a beginning of the year open house and Meet the Teacher.

Strategy's Expected Result/Impact: Lay the foundation to foster positive relationships and lines of communication between school and home.

Staff Responsible for Monitoring: Teachers, Staff and Administration

TEA Priorities: Improve low-performing schools

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Formative Reviews

Considerable Progress

December

Considerable Progress

February

Considerable Progress

April



Continue/Modify

June

Strategy 2

Utilize social media and School Messenger for effective communication, including our new CISD App.

Strategy's Expected Result/Impact: Parent and community awareness of important events and dates.

Staff Responsible for Monitoring: Administration

TEA Priorities: Improve low-performing schools

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Formative Reviews

Considerable Progress

December

Considerable Progress

February

Considerable Progress

April



Continue/Modify

June

Strategy 3

Host the annual Fall Festival.

Strategy's Expected Result/Impact: Provide an opportunity to build school/community relationships.

Staff Responsible for Monitoring: Teachers, staff, Administration

TEA Priorities: Improve low-performing schools

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Formative Reviews



Discontinue

December



Discontinue

February



Discontinue

April



Discontinue

June

Strategy 4

Encourage Parents to take an active role in Teacher Appreciation Week

Strategy's Expected Result/Impact: Parent and students model appreciation for teachers and staff.

Staff Responsible for Monitoring: Parents, Administration

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Formative Reviews

No Progress

December

No Progress

February

No Progress

April



Accomplished

June

Goal 5

HRJJH will recruit, retain and support quality educators, according to TEA and the District of Innovation plan.

Performance Objective 1

HRJJH will foster opportunities that promote good faculty and staff morale and retention.

Evaluation Data Source: Higher retention rates and overall increased campus morale.

Summative Evaluation: Met Performance Objective

Strategy 1

Each professional teacher will have an opportunity to participate in the Teacher Incentive Allotment.

Strategy's Expected Result/Impact: Recruit and retain teachers within Comanche ISD.

Staff Responsible for Monitoring: Administration

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Formative Reviews



Accomplished

December



Accomplished

February



Accomplished

April



Accomplished

June

Strategy 2

Provide Comanche Instructional Coaches (CIC) and support for all new staff, staff new to positions and teachers that are in need of assistance.

Strategy's Expected Result/Impact: Teachers will accomplish professional and student growth goals set each school year.

Staff Responsible for Monitoring: Instructional Coaches, Administration

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Formative Reviews

Considerable Progress

December

Considerable Progress

February

Considerable Progress

April



Continue/Modify

June

Strategy 3

Host one staff luncheon per six-weeks.

Strategy's Expected Result/Impact: Increased teacher and staff morale.

Staff Responsible for Monitoring: Administration

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

Considerable Progress

December

Considerable Progress

February

Considerable Progress

April



Accomplished

June

Strategy 4

Collect campus feedback from a staff survey sent out by Administration once each semester.

Strategy's Expected Result/Impact: Stakeholder buy-in.

Staff Responsible for Monitoring: Administration

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Formative Reviews

Considerable Progress

December

Considerable Progress

February

Considerable Progress

April



Continue/Modify

June

Goal 6

HRJJH will ensure the safety and security of our students and staff.

Performance Objective 1

HRJJH will diligently follow state and local safety procedures, including scheduled drills and committee meetings.

Evaluation Data Source: Drill logs, meeting agendas and sign-in sheets

Summative Evaluation: Met Performance Objective

Strategy 1

Guardians will be present on the JH campus.

Strategy's Expected Result/Impact: Licensed carrier to protect our students and staff if needed.

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Formative Reviews

Considerable Progress

December

Considerable Progress

February

Considerable Progress

April



Accomplished

June

Strategy 2

JH will have access to a School Marshall to periodically check door security and procedures, as well as have a presence in the hallways.

Strategy's Expected Result/Impact: Ensuring access to the building and safety practices are meeting expectation.

Staff Responsible for Monitoring: School Marshall, Administration

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Formative Reviews

Considerable Progress

December

Considerable Progress

February

Considerable Progress

April



Accomplished

June

Performance Objective 2

Work toward the removal of lockers and replace with open shelving to ensure safety of students and belongings and replace unraveling carpet across multiple classrooms.

Evaluation Data Source: Removal and replacement of lockers with open shelving and replace old carpet.

Summative Evaluation: Significant progress made toward meeting Performance Objective

Next Year's Recommendation: Lockers being installed over the 2026 summer.

Performance Objective 3

Work to ensure sound proofing measures are put into place for the cafeteria, creating an atmosphere that is more accommodating to all students.

Evaluation Data Source: Addition of sound proofing/acoustic panels around the ceiling in the cafeteria.

Summative Evaluation: No progress made toward meeting Performance Objective

Next Year's Recommendation: continue to advocate for this addition to the cafeteria.



Committees

Committees

Campus Site-Based Committee Members

Meeting Logs

Date	Location	Sign In Sheet	Notes
October 6, 2025 @ 4:00 PM	HRJJH Library	--	--

Members

First Name	Last Name	Position	Committee Role
Meredith	Barker	Business Representative	Business Representative
Bridget	Lacy	Community Representative	Community Representative
Judy	Gore	Parent Representative	Parent
Kara	Thompson	Fine Arts Teacher	Classroom Teacher
Laura	Spurlen	General Education Teacher	Classroom Teacher
Rosa	Maldonado	Emergent Bilingual Paraprofessional	Paraprofessional
Mindy	McAliley	General Education Teacher	Classroom Teacher
Cassie	Gaines	Special Education Teacher	Classroom Teacher
John	Edwards	General Education Teacher	Classroom Teacher
Mindy	Sides	HRJJH Counselor	HRJJH Counselor
Angela	Askew	Principal	Administrator



Policies, Procedures, and Requirements

Policies, Procedures, and Requirements

Title	Person Responsible	Review Date	Addressed By	Addressed On
Student Welfare: Discipline/Conflict/ Violence Management	Curtis Stahnke	4/30/2025	Curtis Stahnke	4/30/2025
