

Comanche Independent School District

H.R. Jefferies Junior High School

2023-2024 Improvement Plan

Accountability Rating: B

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 Sources: MAP, 6 week data checks, STAAR, Post-tests

| Strategy 1 Details | Reviews | | | |
|--|------------------|------------|------------|------------------|
| <p>Strategy 1: Teachers will make learning targets and objectives visible in classrooms.</p> <p>Strategy's Expected Result/Impact: Students will understand the goal of each lesson and strive to work toward the stated goal.</p> <p>Staff Responsible for Monitoring: Classroom teachers, Administrators</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> | Formative | | | Summative |
| | Dec | Feb | Apr | June |
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| Strategy 2 Details | Reviews | | | |
| <p>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.</p> <p>Strategy's Expected Result/Impact: Student participation in writing and the writing process will improve.</p> <p>Staff Responsible for Monitoring: Administrators</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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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 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 Sources: The Writing Revolution, MAP, STAAR scores and 6-weeks data checks

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| <p>Strategy 1: HRJJH students will attend at least one field trip during the school year, connecting real world experiences to the grade level TEKS.</p> <p>Strategy's Expected Result/Impact: Students will be able to tie different learning experiences back to classroom TEKS.</p> <p>Staff Responsible for Monitoring: teacher</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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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 Sources: Monitor use of bullying app, documentation of guidance lessons, awareness presentations

| Strategy 1 Details | Reviews | | | |
|--|------------------|------------|------------|------------------|
| <p>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</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p> | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: The campus Counselor will 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</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p> | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| <p>Strategy 3: Students will attend presentations for drug awareness and human trafficking. Strategy's Expected Result/Impact: Heighten student awareness to potential harmful substances and surroundings. Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p> | Formative | | | Summative |
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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 Sources: Attendance and PEIMS reports

| Strategy 1 Details | Reviews | | | |
|--|------------------|------------|------------|------------------|
| <p>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</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| <p>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</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| <p>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</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> | Formative | | | Summative |
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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 Sources: Administrators

| Strategy 1 Details | Reviews | | | |
|--|------------------|------------|------------|------------------|
| <p>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</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: Utilize social media and School Messenger for effective communication. Strategy's Expected Result/Impact: Parent and community awareness of important events and dates. Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| <p>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</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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| Strategy 4 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| <p>Strategy 4: Encourage Parents to take an active role in Teacher Appreciation Week</p> <p>Strategy's Expected Result/Impact: Parent and students model appreciation for teachers and staff.</p> <p>Staff Responsible for Monitoring: Parents, Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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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 Sources: Higher retention rates and overall increased campus morale.

| Strategy 1 Details | Reviews | | | |
|--|------------------|------------|------------|------------------|
| <p>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</p> <p>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</p> | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| <p>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</p> <p>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</p> | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| <p>Strategy 3: Within a school year, recognize the "Top Warrior of the Month" and host one staff luncheon per six-weeks. Strategy's Expected Result/Impact: Increased teacher and staff morale. Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture</p> | Formative | | | Summative |
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| Strategy 4 Details | Reviews | | | |
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| <p>Strategy 4: Collect campus feedback from a staff survey sent out by Administration once each semester.</p> <p>Strategy's Expected Result/Impact: Stakeholder buy-in.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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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 Sources: Drill logs, meeting agendas and sign-in sheets

| Strategy 1 Details | Reviews | | | |
|--|------------------|------------|------------|------------------|
| <p>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.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: JH will have access to a School Resource Officer and School Safety and Security Coordinator to periodically check door security and procedures. Strategy's Expected Result/Impact: Ensuring access to the building and safety practices are meeting expectation. Staff Responsible for Monitoring: SRO, School Safety and Security Coordinator, Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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2023-2024 Campus Site-Based Committee

| Committee Role | Name | Position |
|--------------------------|----------------|-------------------------------------|
| Administrator | Angela Askew | Principal |
| Administrator | Anisa Coates | Assistant Principal |
| HRJJH Counselor | Mindy Sides | HRJJH Counselor |
| Classroom Teacher | John Edwards | General Education Teacher |
| Classroom Teacher | Cassie Gaines | Special Education Teacher |
| Classroom Teacher | Mindy McAliley | General Education Teacher |
| Paraprofessional | Rosa Maldonado | Emergent Bilingual Paraprofessional |
| Classroom Teacher | Laura Spurlen | General Education Teacher |
| Classroom Teacher | Melody Schulte | General Education Teacher |
| Classroom Teacher | Kori Sides | General Education Teacher |
| Classroom Teacher | Kara Thompson | Fine Arts Teacher |
| Parent | Bridget Lacy | Parent Representative |
| Community Representative | * * | Community Representative |
| Business Representative | Stacy Dudley | Business Representative |