

# Navarro Independent School District

## Navarro Junior High School

### 2020-2021 Campus Improvement Plan

**Accountability Rating: Not Rated: Declared State of Disaster**



**Board Approval Date:** December 16, 2020  
**Public Presentation Date:** December 16, 2020

# Vision

## Navarro ISD – Where Excellence is the Standard

Navarro ISD provides a safe, positive environment cultivating creative problem solvers that make sound, ethical decisions.

- *We value relationships.*
- *We engage learners.*
- *We foster resilience and confidence.*

## Board Goals

**Goal 1: NISD will provide modern and inviting facilities that inspire a learning community.**

### *Indicators of Success:*

- Plan for adequate space for a growing population.
- Enrich technology infrastructure through unified endpoint management and maintenance of replacement schedules.
- Provide a safe learning environment with enhanced security measures.

**Goal 2: NISD will foster and support a professional learning community that attracts and develops a diverse staff that engages all students.**

### *Indicators of Success:*

- Provide competitive compensation.
- Foster team attitude for continuous improvement with collaboration at grade, campus, and district levels.
- Strengthen technology PLC cohorts to expand technology integration, student learning, and staff proficiency.

**Goal 3: NISD will meet individual academic needs, challenging students to their highest potential and developing student outcome goals based off of HB 3 requirements.**

### *Indicators of Success:*

- Offer courses, strategies, and extracurricular activities that meet the needs of individual students, especially students who are not currently involved, and prepare them for college and career success.
- Effective communication within the district and campus and between the classrooms and the home.
- Effective counseling and K-12 instruction that addresses communication, social skills, professional character, and work ethic.
- Foster higher academic achievement and greater student engagement through explicit instruction, curriculum alignment and instructional monitoring.
- Continuous improvement on state accountability measures, such that learning gaps narrow, and:

1. The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 49% to 60% by June 2024 (HB 3 Required Goal).
2. The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 53% to 65% by June 2024 (HB 3 Required Goal).
3. The percentage of graduates that meet the criteria for CCMR will increase from 74.5% to 75% by August 2024 (HB 3 Required Goal).
4. Each campus earns a Domain I (performance of all student groups) grade of "A".
5. Each campus improves Domain II academic growth performance by one letter grade.
6. Domain III performance meets or exceeds federal passing percentages in both Reading and Math for all eligible population groups.
7. The district earns the Post-Secondary Readiness distinction.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

NJHS is located in Geronimo, Texas, it is made up of approximately 300 students in grades 7 and 8. The student ethnic distribution at the campus site is divided between the Hispanic and White student population groups with few students at the site representing other ethnic group categories. The student population is served by 20 teachers which creates a student to teacher ratio of 16:1. We have great support for our students and educators by the community.

### Navarro Junior High Student Demographics

	2019	2020
<b>Total Students</b>	324	311
<b>African American</b>	0.9%	1.3%
<b>Hispanic</b>	36.1%	44.4%
<b>White</b>	60.5%	51.8%
<b>American Indian</b>	0.0%	0.0%
<b>Asian</b>	1.2%	1.0%
<b>Pacific Islander</b>	0.0%	0.3%
<b>Two or More Races</b>	1.2%	1.3%
<b>Economically Disadvantaged</b>	32.1%	35.7%
<b>Non-Educationally Disadvantaged</b>	67.9%	64.3%
<b>English Language Learners</b>	3.1%	4.2%
<b>Foster Care</b>	*	0.3%
<b>Military Connected</b>	*	4.8%
<b>At Risk</b>	27.5%	33.4%
<b>Attendance Rate</b>	96.4%	95.7%
<b>Mobility</b>	7.0%	6.6%

\* Not reported, new category in 2020

### Students by Instructional Program

Program	Campus #	Campus %
Bilingual/ESL	13	4.2%
Career and Technical Education	17	5.5%
Gifted and Talented	32	10.3%
Special Education	31	10%
Dyslexia	15	4.5%
504	28	9.0%

#### Navarro Junior High Teachers and Staff

	Campus #	Campus %
Beginning Teachers	1.7	8.8%
1-5 Years Experience	3.9	19.7%
6-10 Years Experience	3.6	18.5%
11-20 Years Experience	6.2	31.5%
Over 20 Years Experience	4.2	21.5
Student to Teachers Ratio	16:1	

#### Demographics Strengths

- Student to teacher ratio remains low at the campus site providing the opportunity for effective and frequent student to teacher interactions.
- Years of experience among the teaching staff remains high.

#### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** Despite the reduction in student enrollment, the campus anticipates growth at the site due to construction in the area. **Root Cause:** Neighborhood development and construction.

# Student Learning

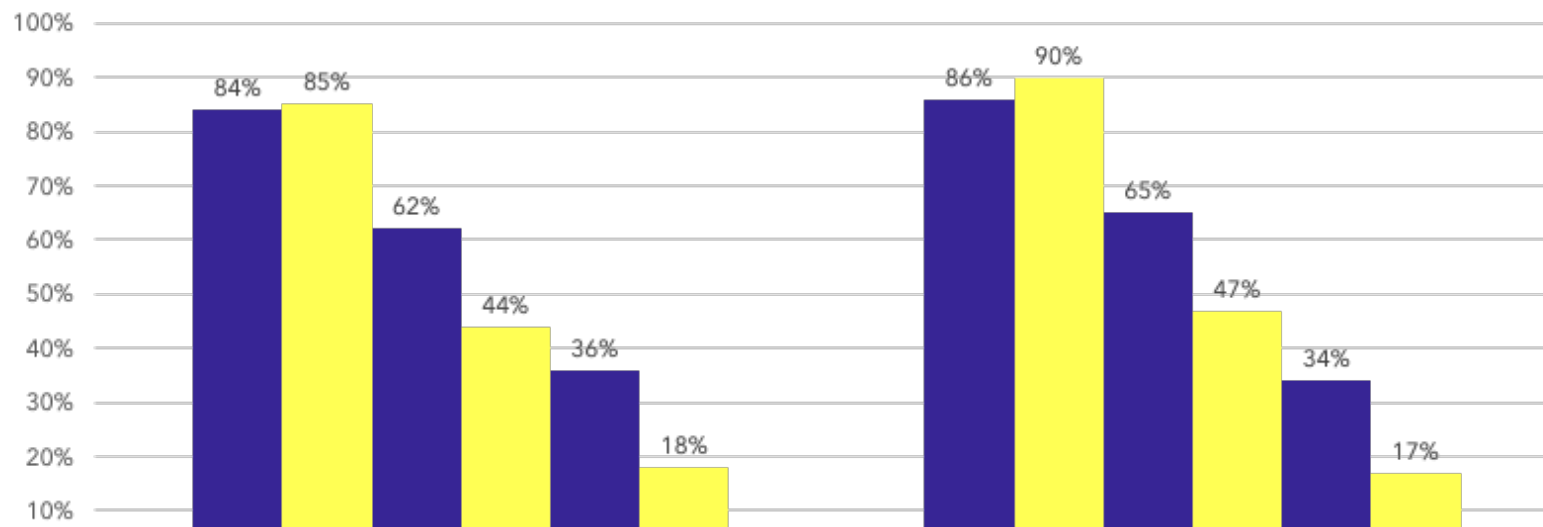
## Student Learning Summary

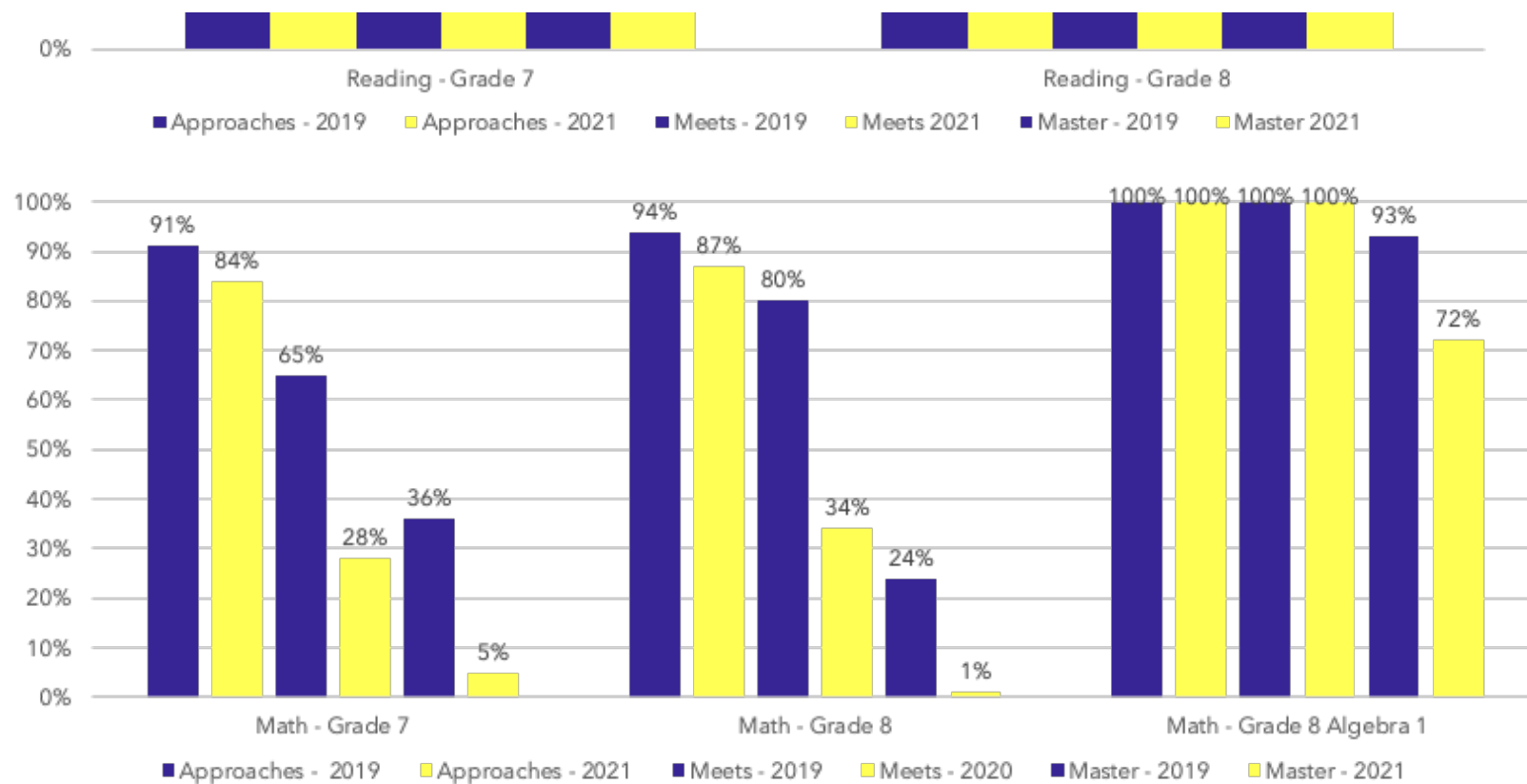
Due to COVID 19 closures in March - May 2020, the State of Texas cancelled all STAAR Assessments for the school year and declared all schools as Not-Rated for the 2019-2020 School Year. Students at Navarro Junior High School attended classes in March - May 2020 virtually via asynchronous instruction to complete the school year. Based on the lack of testing scores and student growth measures, Navarro Junior High School conducted NWEA Measures of Academic Progress (MAP) assessments in September and October of 2020 to gauge student STAAR projections for 2021 and any potential loss of growth due to closures and online learning.

## Student Learning Strengths

In 2018-2019 NJH posted scores that were higher than the state average in most areas tested. NJH met standard in all areas including Student Achievement, Student Progress, Closing the Achievement Gap and Post Secondary Readiness. In planning for the 2019-2020 school year, our goal is to increase passing rate in all tested areas to 90% and maintain averages that are higher than the state average. NJH also received three distinctions this past year. The distinctions were in the following areas: Closing the achievement gap, Post secondary readiness and Academic achievement.

The below listed percentages are score projections for students in grades 7-8. Based on the NWEA MAP assessment, growth and achievement measures are scored and aligned to a linking study that provides a projection model indicating how a student would be expected to score on the State STAAR assessment if learning and growth continues on the same track as presented in the initial testing result. The projections for STAAR 2021 are compared to the last STAAR assessment provided in the Spring of 2019. Passing percentages for accountability are listed in terms of Approaches grade level or higher, Meets grade level or Higher or Masters Grade level. Percentage passing does not indicate the number of students scoring at a particular level. For example, a student's score that was at the Meets Grade Level rating, would also be included in the Approaches Grade level percentages. Therefore, if a raw score of 86% is shown as Approaches grade level and a raw score of 58% is shown in meets grade level, the 58% is part of the 86% shown in the approaches numbers.





### Problem Statements Identifying Student Learning Needs

**Problem Statement 1 (Prioritized):** Overall student performance has not shifted in passing percentages, but percentages of students meeting or mastering grade level scores is significantly lower than prior year. **Root Cause:** Loss of growth due to school closures.



# School Processes & Programs

## School Processes & Programs Summary

Navarro ISD strives to provide a cohesive sequence of instruction to students based on individualized instructional needs. To assist teachers, administrators, parent and community members in understanding the flow of instructional content, Navarro ISD is a partner of the Texas Curriculum Management Cooperative and uses the TEKS Resource System as a foundation for the district curriculum. The TEKS Resource System does not provide scripted instructional lessons, but does provide a sequence for study along with various resources, unit guides, vertical alignment resources and formative assessment tools. The TEKS Resources System provides a Scope and Sequence and Instructional Focus Documents for each grade level and content area to help frame the lesson and ensure that TEKS are covered in the classroom according to the depth and intensity designed by the State of Texas. NJH also uses Eduphoria Aware to house and analyze student testing and academic performance. The reporting feature of Aware allows teachers to review in-district assessment performance. The staff also uses resources provided by Lead4ward to help review and analyze data for instructional planning. The combination of the three curriculum resources provides teachers with the data tools necessary to design engaging lessons targeted at the highest needs. NJH also participated in Explicit Instructional training to assist with lesson design that promotes classroom management and engagement.

NJH also uses MAP (Measures of Academic Progress) assessments. The assessments are universal screeners that in a short time frame identify what students are ready to learn at the beginning, middle and end of a school year. This diagnostic tool provides instructional goals by students and helps identify instructional gaps among students, classes and content areas. These assessments are used in combination with STAAR, classroom assessment data and Professional Learning communities to help make sound instructional decisions focused on student needs.

## School Processes & Programs Strengths

The faculty, staff and students at NJH create a welcoming and safe environment for all of our students and staff. Our environment allows us to recruit and retain highly qualified staff. This environment also helps our students and staff flourish in the learning process. All of the staff is data analysis tools, TEKS resources and opportunities for staff development with contributes to a positive environment and allows us to retain both students and staff. Staff members are involved in Professional Learning Communities to assist with vertical and horizontal alignment of curriculum and curriculum resources.

# Perceptions

## Perceptions Summary

NJH values strong working relationships with our stakeholders. We continue to work to provide our students with facilities that are inviting and inspire a learning community. We value and want to attract a diverse staff that engages our student and we want to meet the needs of all of our students. NJH provides a culture that is positive and welcoming to all of our students and community members. NJH works with several organizations to help our students make sound decisions and maintain a safe environment. These organizations include Texas School Safety Center, Guadalupe County Sheriff's Office, Austin Lifeguard.

## Perceptions Strengths

The faculty, staff and students at NJH create a welcoming and safe environment for all of our stake holders. This type of environment allow us to recruit and retain highly qualified staff members. This type of environment also contributes to the learning process as students are comfortable and allows the learning process to flourish. Our PTO has been active this year and will continue to make contributions to our campus. Our staff members are excited about the addition of the PTO group.

# Priority Problem Statements

**Problem Statement 1:** Overall student performance has not shifted in passing percentages, but percentages of students meeting or mastering grade level scores is significantly lower than prior year.

**Root Cause 1:** Loss of growth due to school closures.

**Problem Statement 1 Areas:** Student Learning

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## **Improvement Planning Data**

- District goals

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- RDA data

## **Student Data: Assessments**

- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local benchmark or common assessments data

## **Student Data: Student Groups**

- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

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

- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- School safety data
- Enrollment trends

## **Employee Data**

- Professional learning communities (PLC) data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data

- TTESS data
- T-PESS data

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

- Processes and procedures for teaching and learning, including program implementation

# Goals

**Goal 1:** Make significant progress toward increased student achievement while meeting and exceeding standards in all domains of the state accountability system.

**Performance Objective 1:** By the end of 2021, NJH students will perform at or above grade level on State assessments.





**Evaluation Data Sources:** STAAR Results

<b>Strategy 1:</b> Utilize Student Support Committee to identify the needs of our students and focus our intervention efforts. <b>Strategy's Expected Result/Impact:</b> Improved student success in school and state administered STAAR Test. <b>Staff Responsible for Monitoring:</b> Counselor, Teachers, Principal <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b> <b>Funding Sources:</b> - Local Funds	Reviews			
	Formative			Summative
	Mar	June	Sept	Nov
<b>Strategy 2:</b> Ensure that eligible students receive dyslexia, ESL, GT, 504 and Special Education services and/or accommodations. Ensure that teachers in key academic areas are certified in ESL. <b>Strategy's Expected Result/Impact:</b> Improved student performance academically and on the state administered STAAR Test <b>Staff Responsible for Monitoring:</b> Counselor, Teachers, Principal, Dyslexia Specialist <b>Funding Sources:</b> - Local Funds	Reviews			
	Formative			Summative
	Mar	June	Sept	Nov
<b>Strategy 3:</b> Provide all teachers with training in developing instructional objectives, STAAR strategies, differentiating strategies and explicit instruction. <b>Strategy's Expected Result/Impact:</b> Improved lesson development, organization, delivery and implementation. <b>Staff Responsible for Monitoring:</b> Principal, Teachers, Chief Instructional Officer. <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b> <b>Funding Sources:</b> - Local Funds	Reviews			
	Formative			Summative
	Mar	June	Sept	Nov
<b>Strategy 4:</b> Utilize Eduphoria to identify and intervene with students who are at risk of failing the STAAR Test. Utilize MAP testing to identify students who need additional assistance to be successful <b>Strategy's Expected Result/Impact:</b> Improved student preparation and success on the state mandated STAAR test. <b>Staff Responsible for Monitoring:</b> Counselor, Principal and Teachers <b>Funding Sources:</b> - Local Funds	Reviews			
	Formative			Summative
	Mar	June	Sept	Nov
<b>Strategy 5:</b> Teachers will utilize WebCats, STAAR Test Maker and Eduphoria to assist in developing rigorous unit test and benchmarks. <b>Staff Responsible for Monitoring:</b> Teachers, Principal <b>Funding Sources:</b> - Local Funds	Reviews			
	Formative			Summative
	Mar	June	Sept	Nov

<b>Strategy 6:</b> Provide tutorial option during the school day for students who are identified as at risk of failing a subject or STAAR test. <b>Strategy's Expected Result/Impact:</b> Improved student performance, Fewer student who fail and/or retained. <b>Staff Responsible for Monitoring:</b> Counselor, Principal and Teachers <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b> <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 7:</b> Provide learning lab assistance to all students. <b>Strategy's Expected Result/Impact:</b> Improved student performance, fewer students failing and/or being retained. <b>Staff Responsible for Monitoring:</b> Teachers, Principal, Counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 8:</b> All students who have failed the STAAR Test or have failing grades will receive intensive remediation during scheduled tutorials <b>Strategy's Expected Result/Impact:</b> Improved student performance, fewer failing students, improved passing rate on STAAR test. <b>Staff Responsible for Monitoring:</b> Teachers, Counselor, and Principal <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b> <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 9:</b> NJH will continue to offer advanced classes in ELA, Science and Math. NJH will also offer courses that allow students to earn HS credit such as Speech, Health, Alg I, Art I, Spanish, German, Principal of Health Technology and Theater I. NJH will provide students with College and Career Readiness. <b>Staff Responsible for Monitoring:</b> Counselor, Principal, and Teachers <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 10:</b> NJH will utilize a functional academics class to service our special education students who need to develop functional skills. <b>Staff Responsible for Monitoring:</b> Principal, Special Ed. Director. <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 11:</b> NJH will develop and implement an assessment calendar. Teachers who teach common subjects will have common assessments and lessons. <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 12:</b> NJH will utilize IXL and Compass learning for STAAR Remediation. <b>Strategy's Expected Result/Impact:</b> Improved student success rate on the STAAR Exam <b>Staff Responsible for Monitoring:</b> Teachers, Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<b>Strategy 13:</b> NJH will implement a tutorial schedule 5 days a week and a resource class to help our Special Education Population succeed on the STAAR Exam. <b>Strategy's Expected Result/Impact:</b> Improved student performance on the STAAR exam <b>Staff Responsible for Monitoring:</b> Special Ed. Teachers, Principal and Counselor <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b> <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<b>Strategy 14:</b> NJH will continue to support the 1:1 initiative for all students. The chrome books will help facilitate instruction and learning. <b>Staff Responsible for Monitoring:</b> Principal, Technology director, teachers. <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 15:</b> NJH will utilize lead4ward heat maps, tutorial periods, benchmarks and Eduphoria to help student continue to make progress (meet success target) on STAAR Tested areas. <b>Strategy's Expected Result/Impact:</b> Improved student performance on the STAAR Test <b>Staff Responsible for Monitoring:</b> Teachers, Principal <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b> <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<b>Strategy 16:</b> NJH will provide teachers with the opportunity to receive professional staff development on effective teaching strategies for ESL, Special Education and Eco. Disadvantaged students. <b>Strategy's Expected Result/Impact:</b> Improved student performance. <b>Staff Responsible for Monitoring:</b> Teachers, Principal and Chief Instructional Officer. <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b> <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 17:</b> NJH will continue to utilize resource classrooms, learning lab and in class support to improve Special Education performance on all tested areas of the STAAR test and target goals. <b>Strategy's Expected Result/Impact:</b> Improved Student performance on the STAAR Test, meet targeted area. <b>Staff Responsible for Monitoring:</b> Principal, Teachers and Special Education Director. <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b> <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 18:</b> NJH will complete staff development to support the implementation of the ELPS in the general education classroom to improve student performance. <b>Strategy's Expected Result/Impact:</b> Improved ESL student performance on all tested areas of the STAAR test. <b>Staff Responsible for Monitoring:</b> Bilingual Teacher, Principal, and Chief Instructional Officer. <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>



<b>Strategy 19:</b> Core teachers will utilize Targeted Instruction Notebooks to help identify students who are in our sub populations (Special Ed. ESL, Hispanic and Eco. Disadvantaged) <b>Strategy's Expected Result/Impact:</b> Improved performance on the STAAR test by our sub populations. <b>Staff Responsible for Monitoring:</b> Counselor, Teachers, Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 20:</b> Teacher will frame their lessons daily <b>Strategy's Expected Result/Impact:</b> Improved student understanding and comprehension of materials being presented. Improved student performance in the classroom and STAAR Test. <b>Staff Responsible for Monitoring:</b> Teachers, Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 21:</b> 21) NJH will utilize data collecting notebooks with all of our students. This will allow all of our students to track their own grades and progress. <b>Strategy's Expected Result/Impact:</b> Improved passing rates. Improved performance on the STAAR test. <b>Staff Responsible for Monitoring:</b> Counselor, Teachers ,Principal and students	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

**Goal 1:** Make significant progress toward increased student achievement while meeting and exceeding standards in all domains of the state accountability system.





**Performance Objective 2:** By the end of the 2021 school year, EL and Special Education Students will perform at or above the Federal STAAR Threshold.

<b>Strategy 1:</b> NJH will train staff on effective strategies that will meet the needs of our EL and Special Education Students. <b>Strategy's Expected Result/Impact:</b> Increased student performance on the STAAR Exam <b>Staff Responsible for Monitoring:</b> Principals, Teachers, Chief Instructional Officer, Bilingual Education Teacher <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 2:</b> NJH will explore and attain an effective curriculum to address the needs of our EL and Special Education Students <b>Strategy's Expected Result/Impact:</b> Improved students performance on the STAAR Exam. <b>Staff Responsible for Monitoring:</b> Principal, Teachers and Chief Instructional Officer	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 3:</b> NJH will utilize MAP testing to identify strengths and weaknesses of our EL and Special Education Students <b>Strategy's Expected Result/Impact:</b> Improved performance on the STAAR Exam. <b>Staff Responsible for Monitoring:</b> Teachers, Principal <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 4:</b> EL and Special Education Students will utilize established tutorial time to work on weaknesses and develop academic skills. <b>Strategy's Expected Result/Impact:</b> Improved student performance on the STAAR Exam. <b>Staff Responsible for Monitoring:</b> Teachers, Counselor <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2:** NJH will meet individual academic needs, support the social and emotional growth of our students, and promote college and workforce readiness.

**Performance Objective 1:** NJH will implement student support practices to increase attendance, program participation, academic achievement and social skill development.

<b>Strategy 1:</b> Transportation will be provided to support regular school attendance. <b>Strategy's Expected Result/Impact:</b> Improved student attendance <b>Staff Responsible for Monitoring:</b> Transportation Director <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 2:</b> Support programs (tutorials, special education, ESL, Learning Labs, counseling) will provide individualized assistance to at risk students <b>Staff Responsible for Monitoring:</b> Principal, Counselor, Special Education Teacher <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b> <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 3:</b> Call parents daily when students are absent for 3 days <b>Strategy's Expected Result/Impact:</b> Improved communication, Improved student attendance <b>Staff Responsible for Monitoring:</b> Registrar, Nurse, Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 4:</b> Mail Notification letters home after 5 absences <b>Strategy's Expected Result/Impact:</b> Improved student attendance <b>Staff Responsible for Monitoring:</b> Registrar, Nurse, Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 5:</b> Attendance committee meeting will be held on students who have been absent 9 or more days <b>Strategy's Expected Result/Impact:</b> Improved Student attendance <b>Staff Responsible for Monitoring:</b> Principal, Registrar, Attendance committee <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 6:</b> Continue to utilize Social Skills counseling groups for struggling students <b>Staff Responsible for Monitoring:</b> Counselor, Behavior Specialist, Teachers <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 7:</b> Utilize the learning lab to provide assistance to general and special education students <b>Staff Responsible for Monitoring:</b> Teachers, Principal <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b> <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>

<b>Strategy 8:</b> All 8th grade students will complete a personal graduation plan with the assistance of the "Building Bridges," curriculum in their speech class. <b>Staff Responsible for Monitoring:</b> Counselor, Speech teacher <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 9:</b> NJH will provide students with a continuum of college and career services <b>Staff Responsible for Monitoring:</b> Counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 10:</b> NJH will utilize the academic planning team to discuss issues and provide information to our staff <b>Staff Responsible for Monitoring:</b> Teachers, Chief instructional officer <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 11:</b> NJH has established and will utilize counseling priorities for 7th and 8th grade students <b>Staff Responsible for Monitoring:</b> Counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 12:</b> NJH will provide students with the opportunity to participate in Art, Chess, Robotics and Early Act Clubs. <b>Staff Responsible for Monitoring:</b> Club Sponsors <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 13:</b> NJH will provide students with the opportunity to participate in a Youth Leadership class focusing on the 7 habits of highly effective teens. <b>Staff Responsible for Monitoring:</b> Teachers, Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 14:</b> NJH has scheduled two classes (Principles of Information Technology and Principles of Health Information) to promote college and workforce readiness for our students <b>Staff Responsible for Monitoring:</b> Teachers, Counselor, Chief Instructional Officer <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3:** NJH will maintain well staffed schools comprised of highly qualified and competitively compensated, valued team members

**Performance Objective 1:** NJH will support the professional learning and certification needs of existing teachers while seeking highly qualified applicants to meet the instructional needs of the campus demographics

<b>Strategy 1:</b> All professional and paraprofessional staff members will meet state and federal guidelines for certification <b>Staff Responsible for Monitoring:</b> Principal, HR Director <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 2:</b> Teachers will receive professional staff development based on identified needs. <b>Staff Responsible for Monitoring:</b> Principals, Chief instructional Office <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 3:</b> Advertise open positions outside of the local area <b>Staff Responsible for Monitoring:</b> Principal, HR Director <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 4:</b> Continue Partnership with TSU and TLU participating in student teaching programs <b>Staff Responsible for Monitoring:</b> Principal, HR Director <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 5:</b> Professional development activities will include: subject/grade level training, diversity awareness, technology and technology integration, harassment/bullying prevention, emergency procedures training, CPI training, homeless identification, instructional strategies for special populations, administrative leadership and ESL instruction. <b>Staff Responsible for Monitoring:</b> Principal, Technology Director, Chief Instructional Officer <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 6:</b> Plan for staff development that is aligned to TEKS and STAAR skills <b>Staff Responsible for Monitoring:</b> Principal, Chief Instructional Officer <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 7:</b> Promote Professional Learning Community meetings among grade levels and content areas to support teacher curricular and assessment needs <b>Staff Responsible for Monitoring:</b> Principal, Chief Instructional Officer <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>



No Progress



Accomplished



Continue/Modify



Discontinue

**Goal 4:** NJH will promote effective, efficient and timely use of technology to support student learning

**Performance Objective 1:** NJH will promote effective, efficient and timely use of technology to support student learning

<b>Strategy 1:</b> Students will have access to electronic databases for research and curriculum support. <b>Staff Responsible for Monitoring:</b> Librarian <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 2:</b> Students will use the library and chrome books to do research for all core classes <b>Staff Responsible for Monitoring:</b> Librarian, Teachers <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 3:</b> The library will maintain current management software <b>Staff Responsible for Monitoring:</b> Librarian <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 4:</b> The campus will maintain and update the electronic student management system <b>Staff Responsible for Monitoring:</b> Registrar, Technology director <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 5:</b> The campus will maintain and update an electronic health database <b>Staff Responsible for Monitoring:</b> School Nurse <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 6:</b> The campus will maintain and update a campus website <b>Staff Responsible for Monitoring:</b> Campus Webmaster, Technology Director <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 7:</b> Parents, students, teachers and community members will have access to library information beyond the normal school day. The librarian will maintain a website that allows parents to access databases, online encyclopedias, Accelerated reader, Home connection and the destiny library catalog form their home computers. <b>Staff Responsible for Monitoring:</b> Librarian, Technology Director <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>

<b>Strategy 8:</b> Grade 7 and 8 students will all have access to computer technology <b>Staff Responsible for Monitoring:</b> Principal, counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 9:</b> All professional personnel will meet SBEC standards for technology competencies <b>Staff Responsible for Monitoring:</b> Principal, Technology Director <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 10:</b> All professional personnel will maintain and update a web page for parent communication. All teachers will post their weekly lessons on the website <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 11:</b> Utilize e-mail to provide daily updates for staff <b>Staff Responsible for Monitoring:</b> Principal, Counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 12:</b> Purchase laptop computers, printers, hand held devices to assist with individualized classroom instruction in reading and math <b>Staff Responsible for Monitoring:</b> Technology director, teachers <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 13:</b> Teachers will use the school provided electronic program to record attendance and grades <b>Staff Responsible for Monitoring:</b> Teachers, Registrar, Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 14:</b> Provide staff development opportunities in technology integration strategies <b>Staff Responsible for Monitoring:</b> Technology Director, Principal, Teachers, Chief Instructional Officer <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 15:</b> Teachers will continue to use technology to assist them in planning activities and assessments. <b>Staff Responsible for Monitoring:</b> Teachers, Principals <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>



<b>Strategy 16:</b> NJH will send on Core Teacher and one technology teacher to TCEA <b>Staff Responsible for Monitoring:</b> Principal, Technology Director <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 17:</b> NJH will comply with CIPA (Children's Internet Protection Act) and instruct all students on internet safety. <b>Staff Responsible for Monitoring:</b> Instructional Technologist <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 18:</b> NJH will continue to incorporate Technology TEKS in its regular classroom curriculum <b>Staff Responsible for Monitoring:</b> Teachers, Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 19:</b> NJH will continue the 1:1 Initiative in 7th and 8th grade and Technology practices that challenge all of our students. <b>Staff Responsible for Monitoring:</b> Teachers, Principal, Technology Director <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 20:</b> Teachers and Staff will become effective users of Goggle Classroom/drive and Canvass. <b>Staff Responsible for Monitoring:</b> Teachers, Principal, Instructional Technologist <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				





**Goal 5:** NJH will provide a learning experience that promotes a healthy, respectful, and positive environment within the diverse Navarro ISD family.

**Performance Objective 1:** NJH will implement programs and practices to meet the social, emotional, health and safety of the student body.

<b>Strategy 1:</b> Participate in Red Ribbon Week activities. <b>Staff Responsible for Monitoring:</b> Counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 2:</b> Provide parents, teachers and student training on harassment/bullying prevention and sex respect. <b>Staff Responsible for Monitoring:</b> Counselor, Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 3:</b> Provide assemblies/programs to support the message of safe, drug free schools, and life choices with our High School <b>Staff Responsible for Monitoring:</b> Counselors, Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 4:</b> Provide individual counseling and conflict resolution for at-risk students <b>Staff Responsible for Monitoring:</b> Counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 5:</b> Improve safety by requiring all visitors/substitutes to wear name tags generated by Raptor, improving signage to ensure all visitors check in and training staff to challenge anyone without a name tag. <b>Staff Responsible for Monitoring:</b> Principal, Teachers <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 6:</b> Improve safety by requiring all visitors/substitutes to wear name tags generated by Raptor, improving signage to ensure all visitors check in and training staff to challenge anyone without a name tag. <b>Staff Responsible for Monitoring:</b> Principal, Teachers <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 7:</b> Improve school safety by training all staff members and students in "Alice," and conducting monthly drills (fire, lock down weather) <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>

<b>Strategy 8:</b> Provide canine drug detection monthly for grades 7 and 8. <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 9:</b> Provide Character counts education program <b>Staff Responsible for Monitoring:</b> Counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 10:</b> Perform background checks on all parent volunteers <b>Staff Responsible for Monitoring:</b> HR Director <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 11:</b> Provide a video library for parents to check out materials on bullying/harassment prevention. <b>Staff Responsible for Monitoring:</b> Counselor, Librarian <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 12:</b> NJH will utilize a parental involvement/engagement Newsletter as a way to communicate with parents. <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 13:</b> Counselor will instruct students in anger management strategies. <b>Staff Responsible for Monitoring:</b> Counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 14:</b> Students will complete a behavior packet while in campus detention or ISS. <b>Staff Responsible for Monitoring:</b> Principal assigned teachers. <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 15:</b> Students will attend an Abstinence Program in grades 7 and 8 <b>Staff Responsible for Monitoring:</b> Counselor, Nurse, SHAC Committee <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>

<b>Strategy 16:</b> Counselor will collaborate with outside agencies and refer students and their families when appropriate. <b>Staff Responsible for Monitoring:</b> Counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 17:</b> A core team of certified personnel will be assigned to handle students who are in need of crisis prevention/intervention <b>Staff Responsible for Monitoring:</b> Counselor, Principal, assigned teachers. <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 18:</b> Continue supervision at breakfast, lunch and after school with assigned duty stations. <b>Staff Responsible for Monitoring:</b> Principal, Assigned teachers <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 19:</b> Counselor will provide students with conflict resolution skills and social skills as needed. <b>Staff Responsible for Monitoring:</b> Counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 20:</b> Counselor will provide immediate intervention with students in crisis situations. <b>Staff Responsible for Monitoring:</b> Counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 21:</b> NJH will work the Texas School Safety Center, Guadalupe Juvenile Probation office to schedule assemblies on how to deal with bullies and peer pressure. <b>Staff Responsible for Monitoring:</b> Counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 22:</b> Make learning materials available to students relating to local history and heritage in the Jr. High Library. <b>Staff Responsible for Monitoring:</b> Librarian <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 23:</b> NJH will provide students with a variety of activities to advance character growth, student wellness, fitness and nutrition with leadership provided by the school health advisory committee and the catch program. <b>Staff Responsible for Monitoring:</b> SHAC Committee, Principal, Nurse, Health Teacher <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>


<b>Strategy 24:</b> Continue implementation of a concussion over sight team <b>Staff Responsible for Monitoring:</b> Trainer, COT team members <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 25:</b> NJH will train all 7th and 8th grade students in "Stop The Bleed" to ensure that they are prepared to respond in the case of an emergency. <b>Strategy's Expected Result/Impact:</b> Student preparedness. <b>Staff Responsible for Monitoring:</b> Principal, Teachers <b>Funding Sources:</b> Training Materials - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				


**Goal 6: Parental Involvement:** NJH will have well-informed students, parents, staff and community members who actively support and participate in our schools


**Performance Objective 1:** NJH will implement programs and practices to foster effective communication as well as parental and community involvement at the campus site.


<b>Strategy 1:</b> Parents and community members will be included in campus improvement/planning committees. <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 2:</b> Parents and community members will be informed of campus activities and performance on the district website, campus newsletter, face book, twitter and k-12 alerts <b>Staff Responsible for Monitoring:</b> Principal, Web master, Director of Technology <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 3:</b> Parent surveys will be sent out annually to determine strengths, weaknesses and satisfaction levels. <b>Staff Responsible for Monitoring:</b> Chief Instructional Officer <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 4:</b> Provide parents with the opportunity to volunteer on our campus. <b>Staff Responsible for Monitoring:</b> Counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 5:</b> Continue to notify parents on all discipline referrals <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 6:</b> Increase participation in parent portal use through a schedule mail out, campus newsletter, and during scheduled parent meetings. <b>Staff Responsible for Monitoring:</b> Principal, Registrar, Counselor <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>
<b>Strategy 7:</b> NJH will utilize a call out system or emergency notification <b>Staff Responsible for Monitoring:</b> Director of Technology <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>

<b>Strategy 8:</b> Teachers will maintain updated web-pages to include lesson plans and contact information. <b>Staff Responsible for Monitoring:</b> Teachers, Principal <b>Funding Sources:</b> - Local Funds	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Mar</b>	<b>June</b>	<b>Sept</b>	<b>Nov</b>

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

# State Compensatory

## Budget for Navarro Junior High School

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199 11 6119 40 041 1 24 0 00	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$42,987.00
199 11 6122 40 041 1 24 0 00	6122 Salaries or Wages for Substitute Support Personnel	\$500.00
199 11 6129 40 041 1 24 0 00	6129 Salaries or Wages for Support Personnel	\$15,117.00
199 11 6141 40 041 1 24 0 00	6141 Social Security/Medicare	\$779.00
199 11 6142 40 041 1 24 0 00	6142 Group Health and Life Insurance	\$2,799.00
199 11 6144 40 041 1 24 0 00	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$4,791.00
199 11 6146 40 041 1 24 0 00	6146 Teacher Retirement/TRS Care	\$1,596.00
<b>6100 Subtotal:</b>		<b>\$68,569.00</b>
6200 Professional and Contracted Services		
199 11 6299 00 041 0 24 0 00	6299 Miscellaneous Contracted Services	\$150.00
<b>6200 Subtotal:</b>		<b>\$150.00</b>
6300 Supplies and Services		
199 11 6399 00 041 1 24 0 00	6399 General Supplies	\$13,500.00
<b>6300 Subtotal:</b>		<b>\$13,500.00</b>
6400 Other Operating Costs		
199 11 6411 00 041 1 24 0 00	6411 Employee Travel	\$250.00
<b>6400 Subtotal:</b>		<b>\$250.00</b>



## Personnel for Navarro Junior High School

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Anissa Ebert	Teacher's Aid	Behavior	.25
Becky Downs	Teacher	Reading	.14
Ella Chase	Teacher	Special Education/Resource	.50
Jennifer Benner	Teacher	Reading	.14
Nikki Gresham	Teacher's Aide	Special Education/Resource	.50