

Spearman Independent School District

Spearman Junior High

2019-2020 Campus Improvement Plan

Accountability Rating: A

Distinction Designations:

Academic Achievement in English Language Arts/Reading

Academic Achievement in Mathematics

Academic Achievement in Science

Academic Achievement in Social Studies

Top 25 Percent: Comparative Academic Growth

Top 25 Percent: Comparative Closing the Gaps

Postsecondary Readiness



Mission Statement

Spearman Junior High will create a purpose-driven environment where all students are successful, life-long learners.

Spearman Junior High's Campus Improvement Plan is available on www.spearmanisd.net and the Spearman Junior High office. The plans can be translated through Spanish Google Translate and also translators are available on request at the junior high office.

Vision

Committed to Excellence.

Core Beliefs

Every student should know why they are here.

Every staff member should know why they are here.

All staff have a tremendous impact on the dreams and aspirations of students.

The attitudes and relationships between staff, students, parents and community members is vital to a positive culture and climate.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

The student demographics of Spearman Junior High can be described as a student body of approximately 172 students comprised of 62% Hispanic, 37% White, and 1% Multi-Racial students. Among these students, approximately 62% are identified as Economically Disadvantaged. 7% of the students are in the GT program and 15% are in the ESL program. The current percentage of students who receive special education services is 6%.

Demographics Strengths

Spearman Junior High has performed very well on state assessments given the demographic diversity of the school. Our goal is that all students will pass (or show considerable improvement) all required state assessments.

Student Achievement

Student Achievement Summary

Spearman Junior High students in grades 6 through 8 have been performing above the state average on TAKS tests, and the junior high continues to implement strategies focusing on improved student performance. Past state ratings – “Academically Acceptable” in 2004, 2005, and 2006, “Recognized” in 1995, 1996, 1998, 1999, 2000, 2001, 2002, 2003, 2007, 2008 and 2011 and “Exemplary” in 1997, 2009, and 2010.

The Accountability System changed in Texas beginning in the 2013 school year. Spearman Junior High "Met Standard" for the 2013, 2014, 2015, 2016, 2017, and 2018 school years.

Student Achievement Strengths

For 2018 SJH received 7 out of a possible 7 distinctions. Spearman Junior High received distinctions for the following areas:

1. Academic Achievement in Reading/ELA
2. Academic Achievement in Math
3. Academic Achievement in Science
4. Academic Achievement in Social Studies
5. Top 25% in Student Progress
6. Top 25% in Closing Performance Gaps
7. Postsecondary Readiness

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Our Current Special Education population is not performing as well as other sub-populations throughout the state.

School Culture and Climate

School Culture and Climate Summary

Spearman ISD's mission is to create a purpose-driven environment where all students are successful, life long learners. There is a rich culture of hard work and perseverance in the community of Spearman. There is a history of state recognized contestants, Band, Art, Drama, to nationally recognized FFA and Agriculture teams, Eagle Scouts, National scholarship winners and Armed Forces Academy appointments. (ds-speramanisd)

Speaman ISD has teachers that have won local, regional, state, and national awards. (ds-wall of fame)

The facilities of Spearman ISD are relatively new or have been renovated to a modern appearance . Recent updates have raised the appearance of the buildings and improved safety concerns (bollards along side-walks in front of Elementary/JH campus, blocked open access to building, surveillance cameras across district, installation of Anti-Intruder Alarm -CopSync,updated emergency plans, repaired perimeter fencing around JH/Elementary campuses). The doors are secure at all entrances of the buildings. There is sufficient lighting in parking lots and other areas around the schools. Parents and guests are required to sign-in before accessing the building. (ds-observation, school board planning notes for implementation, sign-in sheets, parent surveys)

School Culture and Climate Strengths

According to the staff, student, and parent surveys the majority of the students feel respected by their teachers and principals. The students have an overall clear understanding of what is expected and believe their teachers truly care about them. Parents feel welcome when they enter the school and are knowledgeable about the school's expectation for their child. (ds-surveys)

At Spearman ISD the average class size across the district is less than 18 students and in many cases less than 15 students per class. (ds-TAPR) At the elementary and junior high campuses there is an open invitation to eat lunch with a student. Parents, Grandparents, relatives, and friends join students daily in the cafeteria to share this time together. (ds-sign-in sheets, observation)

Music is streamed through the speaker system during transition times at the Junior High. The students can make requests on songs that are played throughout the day with principal's approval. The music is on a timer and when the music stops, students know they should be in their classrooms. A warning signal is then given for the tardy bell. (ds-PEIMS offense summary report)

The Newcomer Arrival program provides a safe environment to those that are new to the country and school. (ds-discontinuing rate from program, observation, parent conferences)

Each school within the district has an Emergency Operational Plan or Crisis Plan, and the plans contain most of the recommended components. Playgrounds/recreation areas are fenced to restrict unauthorized access, but they have the ability to allow emergency vehicle access. (ds-safety audit 2016)

Over 90% of the students feel safe at school and 100% of the teachers feel safe at school. (ds-lifetracks survey)

In a way to boost security for students and staff the Raptor Identification System was implemented on all three campuses. Visitors must sign-in with an electronic system that is able to check with the licensing data base and the national sex offender registry. (ds-budget, security updates)

100% of the staff feel the principals encourage collaboration across the teams in JH and HS. (Life tracks survey)

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Spearman ISD feels it is crucial to provide new teachers and others with the support and resources needed. We are proactive to staffing and engage our new teachers in the life of the campus.

Professional learning is the link between teachers' individual skills and knowledge and the contribution they make to a school district and students. Therefore, at Spearman ISD the professional learning approach is structured to enhance one's personal growth and job skills and improving one's job performance in order to get outstanding results for students

Staff Quality, Recruitment, and Retention Strengths

The Lynx to Learning Teacher Mentor program provides first, second, and third year teachers and teachers new to the district support throughout the school year. The mentor coordinator meets face to face weekly and bi-weekly with teachers. The Heart of Teaching series is taught through professional development and during mentor meetings. Based on the surveys, the program has been effective and supportive. (ds-surveys, observation, TTESS)

The district percent for teachers over 20 years experience is 12.3% higher than the state average. (ds-TAPR)

The district percent for number of teachers in the district is 2.6% and paraprofessionals 1.4% higher than the state average which allows the district to provide smaller class sizes, individualized support, and additional intervention programs. (ds-TAPR, performance rating snapshot, campus schedules)

Professional development opportunities have been provided to teachers each month. Topics ranging from DMAC, Plan Book, Think Through Math, Google Drive Basics, Tech Apps, Microsoft Publisher, Istation, IFD Unit Planning, Twitter, and Instructional Strategies. (ds-calendar of events, sign-in sheets, bright bytes survey)

Professional Development Bingo competition was held throughout the year to encourage and challenge teachers to integrate technology, instructional strategies, new learning, and much more. Most of the teachers participated at some level. Five teachers completed all the professional development tasks on their Bingo and will be recognized at the Award's assembly. (ds-chief of innovation)

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Spearman ISD's curriculum, instruction, and assessment are tightly aligned, designed to engage students in the 21st Century. Students and teachers have tools to customize the learning, teaching, and assessment to ensure student-centered learning and a deep understanding of complex issues.

Curriculum, Instruction, and Assessment Strengths

Spearman ISD's curriculum implementation of the district scope and sequence TEKS Resource was implemented with fidelity. New teachers to the district received training by TEKS Resource specialist, Suzy Winn. Teachers across the district have implemented the Year at Glance (YAG), Instructional Focus Documents (IFD), and Vertical Alignment Document (VAD). (ds-sign in sheets, lesson plans, observation)

TEKS Vertical Alignment meeting was held to allow time for teachers to study and reflect on the TEKS, as well as, TEKS below and above grade level using the VAD in TEKS Resource. (ds-professional development survey, documentation from meeting, sign-in sheets)

A SISD Professional Development Bingo was implemented to encourage teachers to implement new instructional strategies, fundamental five activities, and other learning opportunities. Bingo cards were developed in all content areas and special areas. (ds-www.spearmanisd.net, photos sent in by teachers, observation, lesson plans, bingo cards posted)

An early student release is scheduled every six weeks. This provides teachers time to properly plan using the IFD documents. (ds-observation during planning time, developed units, staff reflections, lesson plans, calendar) Local benchmarks are given to the students mid-year. Teachers, counselors, and administrators disaggregate the data with DMAC to make decisions for tutorials, after school programs and direct reteaching opportunities. (ds-DMAC, local assessments)

Spearman ISD's Chief of Innovation, Kristin Shieldknight, provides teachers instructional and assessment resources based on needs from PLC meetings. (dsPLC meetings, schedule of attendance at meetings)

Parent and Community Engagement

Parent and Community Engagement Summary

Spearman ISD is committed to the goal of providing quality education for every student in the district. To this end, we want to establish a partnership with parents and the community. Parents play an important role as the children's first teachers. Their support for their children and for the school is critical to their children's success at every step of the way. The purpose of parent involvement is to promote a school-home partnership that will help all students on all campuses succeed. (ds-Spearman ISD parent involvement policy)

Parent and Community Engagement Strengths

A fall and spring meeting is held where parents learn about the requirements of the school's Title I program. Along with the informational meeting, food is served and a family activity is planned (Books for Bingo, Book Fair with Clifford). (ds-sign-in sheets, invitations, photos, meeting minutes) Parent conferences are held at the beginning of the school year for all elementary students. Teachers across the district are available for parent conferences on an as need basis during the school year. (ds-sign-in sheets, invitations, conference logs) Spearman ISD hosts a Meet the Teacher night the week prior to school starting along with a Meet the Lynx (football team and HS band) event at the football field. (ds-invitation in newspaper, notification on facebook, sign-in sheets, photos)

Parents and community members serve on the District Campus Improvement Committee, Campus Improvement Committees, Student Health and Advisory (SHAC) Committee, and School Board. (ds-committee members, sign-in sheets, meeting minutes)

To end weekend hunger for children living in Spearman, a group of volunteers partnered in 2013 with the school and started Snack Pack 4 Kids. Snack Pack 4 Kids provides a kid-friendly bag of snacks that is sent home each Friday. The program continues and serves 60+ students weekly. (ds-snack pack 4 kids committee out of school/in school, snack pack list of students, observation)

School Context and Organization

School Context and Organization Summary

Spearman ISD believes everyone is valuable. "It takes a village to raise a child" and with that in mind, every person's input is appreciated and considered. Spearman has excellent teachers and students. The three campuses are recognized for academic excellence and have several district, state, and national award winning teachers.

School Context and Organization Strengths

PLC teams meet weekly at JH to plan collaborate and discuss student needs. (ds-PLC meeting agenda, minutes, data).

Spearman ISD has a strong RtI program that accelerates students at risk. The Reading Recovery program proudly graduated 100% of students in program and continues to support students past and present in the program. (ds- RR data, aimsweb data, STAAR test)

The district celebrates and recognizes academic and athletic student achievements. (ds- award assemblies, award banquets, facebook, newspaper) Students, parents, and community members take pride in Spearman ISD. (ds-number in attendance of activities such as pep rallies, ball games, events, parent nights)

Technology

Technology Summary

All teachers have access to either chromebooks or iPads. Most teachers have carts in their rooms and utilize daily.

We also have a total of 12 computers located in the library for student use.

Technology Strengths

At any given time, we have enough devices for every student at SJH to be connected to our network and/or the Internet at the same time. This means that we have over 180 units available to students. The devices available to students include PCs, iPads, and Chromebooks.

Priority Problem Statements

Problem Statement 1: Our Current Special Education population is not performing as well as other sub-populations throughout the state.

Root Cause 1:

Problem Statement 1 Areas: Student Achievement

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- 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
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- 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
- Local diagnostic reading assessment data
- Local diagnostic math assessment data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

Employee Data

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

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Study of best practices

Goals

Revised/Approved: October 09, 2019

Goal 1: Spearman Junior High will provide curriculum and instructional programs that will challenge all students for personal growth and 21st Century success.

Performance Objective 1: Benchmark and Focus Assessments will be given to all students so that strengths and weaknesses can be identified and targeted.

Evaluation Data Source(s) 1: Local Assessment Results / State Assessment Results

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
Additional Targeted Support Strategy 1) Content area tests will be scanned and analyzed using the DMAC data system.	2.4, 2.6	Counselor	Student improvement on state assessments				
Additional Targeted Support Strategy 2) NWEA benchmarks will be given three times a year in math and reading to monitor progress of all students. Appropriate interventions will be created based on results.	2.4, 2.6	Interventionists	Student improvement on various benchmarks as well as progress made on state assessments				

 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

Goal 1: Spearman Junior High will provide curriculum and instructional programs that will challenge all students for personal growth and 21st Century success.

Performance Objective 2: Spearman Junior High will provide an opportunity for junior high students to plan for high school and beyond.

Evaluation Data Source(s) 2: Student transcripts

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
1) All junior high students can earn high school credit in Health and Speech.		Principal	Master schedule; transcripts				
2) Eligible students can earn Algebra I credit as eighth graders.		Principal	Master schedule; transcripts				
3) Spearman Junior High will provide the PSAT test to interested 8th grade students. This test helps students with career choices and class options as they transition to high school.		Counselor	Test results				
4) SJH will host a "Career Fair" that will provide students with an opportunity to be exposed to a variety of careers. We will invite industry spokespeople into the school so that students can learn about a variety of post-secondary professions.		Counselor	Schedule				



= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 1: Spearman Junior High will provide curriculum and instructional programs that will challenge all students for personal growth and 21st Century success.

Performance Objective 3: Student achievement will be increased through the implementation of best practices.

Evaluation Data Source(s) 3: State assessment results

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
1) SJH will implement LYNX Lab which will provide time for students who have not completed their homework. We will also provide assistance and dedicate resources and provide technology accessibility for students who do not have these things available at home.		Principal	Percentage of students promoted to next grade level				
2) Faculty members will be offered pertinent staff development opportunities throughout the school year. This will be organized in a variety of ways and teachers may attend either before, during, or after school.		Instructional Design & Technology Coordinator	Documentation of walk through forms that are compiled.				
Additional Targeted Support Strategy 3) Targeted tutorial sessions will be based on specific Student Expectations.	2.4, 2.6	Classroom teachers; Principal	Attendance Sheets; unit test data; state assessment data				



 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

Goal 1: Spearman Junior High will provide curriculum and instructional programs that will challenge all students for personal growth and 21st Century success.

Performance Objective 4: Technology programs will be utilized to target areas of need for each individual student.

Evaluation Data Source(s) 4: Sign out logs for technology devices

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
Additional Targeted Support Strategy 1) Each student will be place on their individualized instructional level for both math and Reading using a program called "MyPath."	2.4, 2.6	Principal & Math Interventionist	Program reports; Student improvement on various benchmarks as well as progress made on state assessments.				
2) All JH core subject teachers will have access to either iPad carts or Chromebooks. These devices will be used daily to enhance instruction.		Core teachers	Student improvement on various benchmarks as well as progress made on state assessments.				



Goal 2: Spearman Junior High will provide flexible learning environments, structures and schedules that meet the state and federal accountability standards.

Performance Objective 1: A comprehensive staff development plan will be implemented with 100% of instructional staff receiving training.

Evaluation Data Source(s) 1: Teacher certificates of attendance

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
1) Teachers will be given the opportunity to attend regional level conferences and training.		Principal	Attendance certificates; Increase in state assessment scores				
2) Various technology staff development will be offered locally to meet the teacher's needs and skill level.		Principal and Instructional Design & Technology Coordinator	Sign-in sheets; increased proficiency of SmartBoard applications; Increased integration of technology				
3) Local staff development with various focuses will be provided throughout the school year. The agendas will vary.		Instructional Design & Technology Coordinator	Sign-in sheets; Increased integration of technology; Increase in state assessment scores				
4) Appropriate staff will annually receive the 6 hour GT update.		Superintendent	Sign-in sheets; Agenda; Certificates				
5) During PLC time, teachers will be trained utilizing DMAC and Lead4Ward modules to disaggregate data. All relevant data will be disaggregated by individual student and student groups.		Principal	Sign in sheets; Competed data tables				

Goal 2: Spearman Junior High will provide flexible learning environments, structures and schedules that meet the state and federal accountability standards.

Performance Objective 2: Extra time will be devoted by staff to ensure student success on state assessments.

Evaluation Data Source(s) 2: State assessment results

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
1) An 8th grade "Academy" class will provide an opportunity for teachers to gain additional days of instruction. Areas targeted are math, reading, science and Social Studies.		Principal & teachers	State assessment results				
2) A 7th grade "Academy" class will provide an opportunity for teachers to gain additional days of instruction. Areas targeted are math, reading, and writing.		Principal & teachers	State assessment results				
3) During each student's "PRIDE time", he or she will work a minimum of 70 minutes a week (7th and 8th grade) and 50 minutes (6th grade) on skills that are targeted on their individual learning path called "My Path."		Principal & PRIDE time teachers	Report cards and state assessment results				
Additional Targeted Support Strategy 4) Tutorials will be provided before and after school to assist students with concepts not yet mastered as identified by DMAC.	2.4, 2.6	Principal & Core area teachers	Report cards and state assessment results				
5) Seventh grade ELA will be divided into separate Reading and Writing classes so that there can be a focus on student mastery and performance in those areas.		Principal; Classroom teachers	Lesson plans				
							

Goal 2: Spearman Junior High will provide flexible learning environments, structures and schedules that meet the state and federal accountability standards.

Performance Objective 3: Staff will be exposed to the latest pedagogical trends and best instructional practices.

Evaluation Data Source(s) 3: Teacher checklists and reports

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
1) Teachers will meet in Professional Learning Communities (PLC) on a weekly basis to discuss items that are relevant to their field of expertise.		Principal & Classroom teachers	Agendas; Minutes of meetings; Student success on state assessments				
2) Teachers may participate in the Technology Grant Program. This program is developed so that teachers who frequently utilize technology in their classroom will be able to "get" more as they master new technology skills. Teachers will be required to earn this new technology by not only attending staff development, but by providing staff development for others in the program.		Instructional Design & Technology Coordinator	Certificates of completion of various training modules.				
3) Teachers will be required to fulfill a set number of hours of professional development as set forth by the district. These professional development hours will serve as "comp" days for the school year.		Principal	Certificates of completion of various training modules				
4) SJH core area teachers will use the TEKS Resource System to ensure that all foundational skills and TEKS are taught at each grade level so that gaps and learning deficiencies are eliminated.		Principal; Classroom teachers	Lesson plans; YAG document and IFD discussions are to be documented in PLC minutes.				
5) Lead4Ward instructional strategies will be introduced and be emphasized throughout the school year.		Principal; Classroom teachers	Lesson plans should reflect use of best practice and as a result, student performance should improve.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June

Goal 3: Spearman Junior High will strive to engage families and the community to be active partner with the education of students.

Performance Objective 1: Spearman Junior High will increase parental involvement in our school and promote parents as partners in their children's education.

Evaluation Data Source(s) 1: Noticeable increase in parental involvement

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
1) The school secretary will contact parents to make sure that they are aware of their child's absences and stress the importance of attendance for academic success.		Secretary	Attendance reports and phone logs				
2) SJH will provide interpreters and translators to increase bilingual communication. All letters sent home from the office will be translated into Spanish to increase the involvement of Spanish speaking parents.		Secretary Bilingual staff	Parent conference logs				
3) SJH will hold a Title I meeting in the fall and the spring of each year. Parent Compacts and the Parental Involvement Policy will be distributed at these meetings.		Principal	Agenda; minutes of meetings; Sign-in sheets; Parent surveys				
4) Social Media will be utilized to facilitate more up-to-date communication. "Remind" is a one-way text messaging and email system that will be utilized to make parents aware of events that are taking place at school. This will include school activities, emergencies, and school closures.		Secretary and Principal	Number of hits on page; Parent surveys				
5) Newsworthy articles will be published in the local newspaper, High Plains Observer, and FaceBook.		Secretary and Principal	Copies of articles from the newspaper; Number of hits on page; Parent surveys				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
6) Open House will be held at the beginning of every school year.		Principal	Advertisement in newspaper and HPO; Sign-in sheets; Parent surveys				
7) Make parents aware of their access to the parent portal. This service is available on the school website. The parent portal application will provide parents and guardians information about their students, including grades and attendance.		Secretary	As a result of parents being more informed and involved, students grades should improve.				
8) Bilingual Parent Liaison will be available to assist parents new to the country and those needing translation support.	3.1	Principal Secretary Parent Liason	Continued support to parents as needed; ARD meetings; enrollment process; phone log				
9) A comprehensive evaluation of parental involvement program will be conducted annually	3.1	Principal	Reviewed by CEIC; evaluation provided to Board of Trustees				
10) Inform parents through letters and meetings about the current state accountability system and the requirements that all 8th graders must meet to ensure promotion.	3.1	Counselor Principal	All parents and students will be informed of all state and local requirements as they relate to the state accountability system.				



 = Accomplished
 = Continue/Modify
 = No Progress
 = Discontinue

Goal 4: Spearman Junior High will strive to provide the safest and most orderly learning environment possible.

Performance Objective 1: Programs that detail the consequences of student's choices will be provided throughout the year and during special programs.

Evaluation Data Source(s) 1: PIEMS 425 report

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
1) The "Worth the Wait" curriculum will be implemented in the 8th grade. They will receive lessons as it is incorporated into the health curriculum.		Counselor, Health teacher	Completed evaluations from students				
2) All 8th graders will be required to take Teen Leadership. This class helps students focus on public speaking, goal setting, and developing leadership qualities.		Teen Leadership teacher	Enrollment information, lesson plans				
3) Various programs will be held throughout the year to outline the importance of making good decisions and then explaining the consequences of making poor choices.		Counselor	Programs and evaluations				
4) Sixth Grade Girls will meet with the school counselor weekly for 8 weeks to build relationships and communication skills. They will be using the "Salvaging Sisterhood" program.		Counselor	Discipline Referrals, Piems 425 report				
5) Sixth Grade boys will participate in a "Uncommon Manhood" class weekly for 8 weeks. This class will be hosted by a community member and will focus on building relationships and improving communication skills.		Principal	Completed evaluations from students				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
6) Spearman ISD recognizes that many of our students and parents lack the resources to help many of our students with mental health issues. As a result, we have employed an additional guidance counselor to help students who are struggling to navigate through their adolescent years. There is also a counselor available through the Telnet system.		Counselor	Decreased number of discipline referrals				

Goal 4: Spearman Junior High will strive to provide the safest and most orderly learning environment possible.

Performance Objective 2: Spearman Junior High will be dedicated to providing a safe, nurturing environment for all students.

Evaluation Data Source(s) 2: Various reports

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
1) All staff and administrators will hold our visitors to a high standard of conduct. We choose to model for our students what it truly means to be "excellent in all we do."		All staff	Increased sense of pride in Spearman schools				
2) A "Junior High Boot Camp" will be conducted at the beginning of school to make students aware of our expectations at Spearman Junior High. Students will participate in safety drills, shown technology procedures, etc. The student handbook will also be reviewed with each SJH student.		counselor & Principal	Increase the familiarity of expectations for students.				
3) Approved staff members will be approved to carry a firearm according to board policy. The staff members will be subject to yearly training, psychological testing, and required practice sessions.		Superintendent	Provide a safe environment for all students and staff.				
4) Spearman ISD will subscribe to "CopSync 911". This is a service to help decrease the response time by law enforcement officers if/when an emergency arises at the school.		Principal & Superintendent	Parent Surveys				
5) Fire Drills, Tornado Drills and Lockdown Drills will be practiced throughout the school year.		Principal	Students and staff will know the appropriate action for each emergency and how to respond appropriately.				
6) Security cameras will be utilized to help reduce/discourage inappropriate behaviors.		Principal	Decreased discipline referrals; Piems 425 report				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
7) All 8th grade students who participate in extracurricular activities will be subject to random drug testing.		Principal	End-of-year report; number of students tested; PIEMS 425 report				
8) Canine drug dogs will be on campus to help detect/deter drugs and alcohol on campus.		Principal	End-of-year report; PIEMS 425 report				
9) Students requiring temporary short-term removal for non-violent and non-DAEP offenses will serve their discipline in an ISS setting.		Principal	Completion of ISS assignment; Decreased discipline referrals; PBMAS; PIEMS 425 report				
10) Students involved in an offense requiring mandatory removal according to the Student Code of Conduct will serve their assignment in the Top of Texas Campus in Perryton.		Principal	Completion of DAEP assignment; PBMAS; PIEMS 425 report				

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

Campus Education Improvement Committee

Committee Role	Name	Position
Administrator	Shane Whiteley	JH Principal
Administrator	Craig Black	JH Assistant Principal
Non-classroom Professional	Holly Campbell	JH Counselor
Classroom Teacher	Christen Lozano	Special Education Teacher
Classroom Teacher	Brian Beck	Teacher
Classroom Teacher	Steve Walker	Teacher
Classroom Teacher	Starla Whiteley	Teacher
Parent	Chandra Bailey	19-21
Parent	Patricia Hernandez	19-21
Community Representative	Tara Davila	18-20
Community Representative	Angelica Lucero	19-21
Business Representative	Delma Diaz	18-20
Business Representative	Grace Pshigoda	18-20