

CARTHAGE J H

Campus Improvement Plan

2020/2021

HOME of CHAMPIONS IN THE CLASSROOM AND ON THE FIELD

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CARTHAGE J H

Mission

The Mission of the Carthage ISD to provide every student with a first-class education, safe environment, and the necessary resources to guarantee every student's academic, social, and emotional success.

Vision

By 2025, Carthage ISD will create a climate of excellence, that inspires all students to achieve high levels of academic, co-curricular, and extracurricular performance and exhibit good citizenship that will ensure success in each student's college and career pathway of choice.

Nondiscrimination Notice

CARTHAGE J H does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

CARTHAGE J H Site Base

Name	Position
Watson, Wade	Principal
Porter, Donna	Assistant Superintendent
Monroe, Brandon	Community Representative
Barber, Tate	Community Representative
Camacho, Melissa	Parent
Ritter, Taylor	Parent
Griffin, Sheree	Sped Teacher
Johnson, Carla	Teacher
Lee, Scott	Teacher
Sandford, Cassandra	Teacher
Brewster, Dawn	Teacher
Griffith, Kim	Librarian

CISD Board Goals

By the spring of 2022, CISD will exceed national, state, and regional performance by demonstrating positive academic student growth on a number of assessment measures compared to the regional, state, and national averages.

BOARD PRIORITIES:

CJHS will close the achievement gap to ensure that all students reach their academic potential by providing a high-quality curriculum and effective instruction.

CJHS will improve student preparation for college and career.

CJHS will maintain a safe and secure environment and continue to build a positive school culture and relationships with all stakeholders.

CJHS will recruit, develop and retain highly qualified personnel by providing strong school leadership and effective, well supported teachers.

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Goal 1. CJHS teachers will utilize various instructional methods to meet the needs of all students.

Objective 1. CJHS teachers will utilize student data to drive instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All teachers will receive training from various sources to better determine learning styles to meet individual student needs. (Title I SW: 3,7) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 2)	Principal, Teacher(s)	2019 - 2020	(F)Federal, (L)Local, (S)State	06/10/20 - On Track 06/10/20 - Pending 06/10/20 - On Track
2. All teachers will develop lesson plans that incorporate instructional strategies, vocabulary and assessments. (Title I SW: 1,3,8) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Administration, Instructional Coordinator	2020-2021	(F)Federal, (L)Local, (S)State	Summative - Professional Development Completion 06/10/20 - On Track
3. Core teachers will work together in collaboration in an effort to improve overall instruction. Teachers will focus on student expectations and data accumulation. (Title I SW Elements: 2.2,2.5) (Target Group: All) (Strategic Priorities: 1,2) (CSFs: 3)	Assistant Principal, Principal	2020-2021	(L)Local, (S)State	Formative - Teachers will meet periodically with consultant and principal and discuss best practices in the classroom. 06/10/20 - On Track
4. Teachers will meet weekly with their teaching partners, in order to ensure data driven practices are being utilized. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2)	Assistant Principal, Principal, Teacher(s)	2020-2021	(S)State	Summative - There will be daily evidence of increased communication and overall increase in instructional delivery. 06/10/20 - On Track

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Goal 1. CJHS teachers will utilize various instructional methods to meet the needs of all students.

Objective 2. Teachers will develop appropriate assessments, both formal and informal to determine student learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. 7th and 8th grade students will be assessed using various tools including but not limited to: Portfolios, Lab practicum, Research papers, DMAC assessments, and Benchmarks (Title I SW: 2,8,9) (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 2)	Principal, Teacher(s)	2020-2021	(F)Federal, (L)Local, (S)State	Formative - Lesson Plans Teacher Input Both Formative and Summative Assessments. 06/10/20 - On Track
2. Teachers will utilize continuing education to improve instructional delivery. (Title I SW: 1,2,3,4,10) (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1,2)	Administration, Principal, Teacher(s)	2020-2021	(F)Federal, (L)Local, (S)State	06/10/20 - On Track

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Goal 2. CJHS will provide all students with research-based instruction emphasizing critical thinking and technology.

Objective 1. CJHS teachers will provide student learning opportunities using proven instructional strategies which emphasize higher-level critical thinking.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will document the use of High-Order Thinking Questions in their lesson plans on a weekly basis. (Title I SW: 2,3,5,8,9) (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) (CSFs: 4)	Principal, Region VII	2020-2021	(F)Federal, (L)Local, (S)State	06/10/20 - On Track
2. Teachers will work within their departments in order to promote research based strategies that improve student performance. (Title I SW Elements: 1.1,2.2,2.5) (Target Group: All) (Strategic Priorities: 2) (CSFs: 7)	Principal, Teacher(s)	2020-2021	(F)Federal, (S)Local Funds, (S)State	06/10/20 - On Track
3. Classroom teachers will work with the LRC to incorporate technology into their classrooms and instruction (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 2)	Assistant Principal(s), Librarian, Principal	2020-2021	(F)Federal, (S)State	06/10/20 - On Track
4. Implement academic systems introduced by new superintendent including but not limited to: lesson plans, coaching visits, student and teacher attendance, data disaggregation, discipline and community awareness through social media. (Title I SW Elements: 1.1,2.1,2.2,2.3,2.4,2.5,2.6,3.1,3.2) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,3,4,5,6,7)	All School District Personnel	Continually	(F)Federal, (L)Local, (O)Other, (S)State	06/10/20 - On Track

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Goal 2. CJHS will provide all students with research-based instruction emphasizing critical thinking and technology.

Objective 2. CJHS teachers will incorporate research-based technology and digital learning to improve students' depth of knowledge and understanding of the curriculum.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will utilize benchmark data and individual student data to increase student performance. (Title I SW: 4) (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Instructional Coordinator, Librarian, Principal, Teacher(s)	2020-2021	(F)Federal, (L)Local, (S)State	06/10/20 - On Track
2. Teachers will incorporate the use of digital technologies into the classroom; such as iPad/iPod-applications, production, and practice.(Title I SW: 2,3,6,9) (Target Group: All) (NCLB: 1,2,3,5) (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 2) (CSFs: 4)	Teacher(s)	2020-2021	(S)Local Funds, (S)State	06/10/20 - On Track
3. Teachers will increasingly utilize technology and electronic applications to deliver instruction and remediation throughout the tutorial periods. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 3) (CSFs: 2)	Assistant Principal, Instructional Coordinator, Principal, Teacher(s)	2020-2021	(L)Local	06/10/20 - On Track

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Goal 2. CJHS will provide all students with research-based instruction emphasizing critical thinking and technology.

Objective 3. CJHS teachers will address the State Accountability Safeguards to close achievement gaps between sub-populations of students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All core teachers will analyze student data to identify weaknesses in TEKS performance from previous years to current year. (Title I SW Elements: 1.1,2.2) (Target Group: All,H,W,AA,ECD,ESL) (Strategic Priorities: 2)	Instructional Coordinator, Principal, Teacher(s)	2020-2021	(F)Federal, (S)Local Funds, (S)State	06/10/20 - On Track
2. All core teachers teachers will differentiate instruction, provide after school tutorials, and request RTI assistance to help close learning gaps of ALL students emphasizing application and critical thinking skills. (Title I SW: 3,6,8,9) (Title I SW Elements: 1.1) (Target Group: All,H,W,AA,ECD,ESL,LEP)	Instructional Coordinator, Principal, Teacher(s)	2020-2021	(L)Local	06/10/20 - On Track
3. All core teachers will analyze ALL student data to identify weaknesses in TEKS performance to help close achievement gaps through: Improving critical thinking skills, emphasizing application, and improving academic vocabulary. (Title I SW Elements: 1.1,2.2,2.5) (Target Group: All,H,W,AA,ECD,ESL,LEP) (Strategic Priorities: 2)	Principal, Teacher(s)	2019-2020	(L)Local	06/10/20 - On Track

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Goal 3. CJHS will positively promote the district by providing information to our community highlighting successful programs and activities.

Objective 1. CJHS teachers will actively seek opportunities to publicly promote student success. CJHS will use various media outlets to promote our campus

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Use local media to promote individual student success and group success, both extra-curricular and academic. (Title I SW: 2,6) (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) (CSFs: 1)	Principal, Teacher(s)	2020-2021	(L)Local	06/10/20 - On Track
2. Use the district website to provide updates on student achievement through individual class pages and on the main campus site. Keep the district website current and updated in order to make the website a useful tool for parents and community. (Title I SW: 1,6,10) (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Campus Tech Director, Principal, Teacher(s)	2020-2021	(L)Local, (S)Local Funds, (S)State	06/10/20 - On Track
3. CJHS will implement a mentoring program for struggling students made of volunteers from local churches, parents, and community members. (Title I SW Elements: 1.1,2.2,2.6) (Target Group: All,AtRisk) (Strategic Priorities: 2) (CSFs: 6)	Counselor(s), Principal	2019-2020	(O)Other	06/10/20 - On Track

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Goal 4. Carthage JHS will ensure a safe and secure environment by evaluating current safety measures, soliciting input from local and state experts, and implement a safety plan designed to address facilities, technology, and personnel.

Objective 1. CJHS will provide a safe and secure campus for students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus visitor's ID's checked through Raptor Security System. (Title I SW: 1,6) (Target Group: All) (Strategic Priorities: 1) (CSFs: 6)	Assistant Principal, Attendance Clerk, Principal	2020-2021	(L)Local, (S)State	06/10/20 - On Track
2. All Staff will wear ID badges while on campus. (Title I SW: 6,10) (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 2) (CSFs: 4)	Assistant Principal, Principal	2019-2020	(L)Local	06/10/20 - On Track
3. CJHS will conduct routine fire drills, tornado drills, lock down drills, and secure in place drills. (Title I SW: 6,10) (Target Group: All) (Strategic Priorities: 2) (CSFs: 6)	Principal	2020-2021	(O)Other	06/10/20 - On Track
4. CJHS will provide programs for student instruction in violence and drug abuse prevention, conflict resolution, and bullying and student harassment. (Red Ribbon Week) "Stop Bullying Now" program conducted through the 7th and 8th grade Social Studies classes. Utilize the CampusEye online bullying report program. (Title I SW: 1) (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 6)	Assistant Principal, Counselor(s), Principal	2020-2021	(S)Local Funds	06/10/20 - On Track
5. CJHS will participate in the guardian program that will help to establish and safe environment for our students and faculty (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Principal	Continuing	(S)State	06/10/20 - On Track

Resources

Resource	Source
Federal	Federal
Local	Local
Other	Other
State	State

Comprehensive Needs Assessment

Demographics

Demographics Strengths

NA

Demographics Weaknesses

Approximately 11% of school population is Special Education. District Goal is less than 10%

Demographics Needs

Our school needs to continue to do a good job of monitoring ED and SPED students.

Demographics Summary

410 total students in the school for 2020-2021

White - 56% AA - 22% Hispanic 21%

Mobility rate - 10%

Teacher/Student Ratio - 16/1

Student Achievement

Student Achievement Strengths

Comprehensive Needs Assessment

Student Achievement Strengths (Continued)

No STAAR data for 2019-20

Student Achievement Weaknesses

No STAAR data for 2019-2020

School Culture and Climate

School Culture and Climate Strengths

Teachers are able to effectively and efficiently manage classrooms which leads to an overall positive school climate. Routines and procedures have been developed that improve the school climate.

School Culture and Climate Weaknesses

NA

School Culture and Climate Needs

NA

School Culture and Climate Summary

Comprehensive Needs Assessment

School Culture and Climate Summary (Continued)

Staff and students are aligned with the vision of the school. Due to the decrease in referrals over the last year students have a clear understanding of student expectations at CJHS.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Strengths

Able to hire new veteran teachers for the 2020-2021 school year. New ideas and new strategies have been incorporated into our staff.

Staff Quality, Recruitment and Retention Weaknesses

Physical location of CISD limits the number of applicants we are able to draw for certain positions.

Staff Quality, Recruitment and Retention Needs

Staff needs to be 100% highly qualified. Currently we employ one teacher that is degreed but not certified.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Strengths

Formal testing and utilization of data to drive instruction.

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Weaknesses

Time....teachers are pressed for time due to reduction in school days and increase in the amount of testing days that lead to a loss of instruction.

Curriculum, Instruction and Assessment Needs

Resources for testing. Resources for finding valid questions that will lead to an increase in learning.

Family and Community Involvement

Family and Community Involvement Strengths

Parents and community are kept informed through constant communication tools such as website, FaceBook and Twitter posts.

Family and Community Involvement Weaknesses

Difficult time finding parent volunteers in the 7th and 8th grades.

Family and Community Involvement Needs

Increase the outreach to parents and increase involvement in the school on a a day to day basis.

School Context and Organization

Comprehensive Needs Assessment

School Context and Organization Strengths

Formal assessments and common planning times increase classroom productivity.

School Context and Organization Weaknesses

Loss of staff that performed vital duties on our campus.

Technology

Technology Strengths

Accumulating more and more chromebooks. Getting close to being able to provide all students with technology.

Technology Weaknesses

Poor internet connections and speeds which lead to a loss of time and instruction.

Technology Needs

Better Internet Connectivity.

Other