**Onalaska JR/SR HIGH**

**School Campus**

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**OJSH Campus Improvement Plan**

**2013-2014**

**Board Adoption Date: November 12, 2013**

It is the policy of Onalaska ISD not to discriminate on the basis of race, color, religion, national origin, age, sex, or handicap in its vocational programs, services, or activities as required by the Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

**Mission Statement**

OJSH is responsible for preparing its students to live and work in a changing society.

**OJSH Motto**

Dedicated to Excellence

**OJSH Campus Improvement Committee**

**2013-2014 Members**

Angela Leediker – CTE Department

Terri Boyce – Social Studies Department

JoAnn Wheeler – Math Department Chair

Danna Mitschke – Science Department Chair

Jodie Groves – ELA Department Chair

Misty Strong – SPED Department

Maggie Leysath – Fine Arts Department Chair

**Advisory Members**

Charles Boyce – OJSH Principal

Anthony Roberts – OJSH Assistant Principal

Tamara Moore – OJSH Counselor

**OJSH Board Priorities**

1. The campus will provide an educational environment focused on meeting the academic, social, and emotional needs of all students.
2. The campus will provide a safe and orderly environment for all students.
3. The campus will actively recruit and maintain teaching professionals of the highest quality in order to maximize the learning opportunities for all students.
4. The campus will engage in proactive planning to address physical space requirements, maximizing resources, and optimizing educational opportunities for all students in the campus.
5. The campus will engage the community members in the educational processes of the system.

**Campus Goals**

GOAL 1: OJSH will require high academic standards of every student through a well-balanced and appropriate curriculum. (Priority 1)

GOAL 2: OJSH will continue to provide education for all students in a safe and drug-free environment conducive to learning. (Priority 2)

GOAL 3: OJSH will actively recruit, hire, train, and retain highly qualified personnel. (Priority 3)

GOAL 4: OJSH will continue to engage in proactive planning to address physical space requirements, maximizing resources, and optimizing educational opportunities for all students in the campus. (Priority 4)

GOAL 5: OJSH will encourage parents, businesses, and community members to become partners in the education of our students. (Priority 5)

GOAL 6: OJSH will reduce the fiscal responsibilities for the campus. (Priorities 1- 5)

**No Child Left Behind (NCLB) Goals**

**All campuses receiving federal funds must adopt the following No Child Left Behind (NCLB) goals:**

PERFORMANCE GOAL 1: By 2014-15, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

PERFORMANCE GOAL 2: All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

PERFORMANCE GOAL 3: All students will be taught by highly qualified teachers.

PERFORMANCE GOAL 4: All students will be educated in learning environments that are safe, drug-free, and conducive to learning.

PERFORMANCE GOAL 5: All students will graduate from high school.

**OJSH Campus**

**Comprehensive Needs Assessment**

**2013-2014**

OJSH Site Based Committee (CIC – Campus Improvement Committee) reviewed the following information prior to writing the 2013-2014 Campus Plan:

* AEIS report
* Campus PEIMS reports
* PBMAS Data Discipline Reports
* State and Federal Requirements (i.e. TEA, NCLB, IDEA, CTE)
* Parent surveys
* Highly Qualified Report
* Data from program evaluations ( i.e. SCE, Title, CTE, )
* Financial Reports
* Community Involvement records

**OJSH Campus**

**Comprehensive Needs Assessment**

**2013-2014**

1. **Demographics**

Onalaska Jr/Sr. High Campus has been Academically Acceptable for the school year 2008-09 and Recognized for the 2009- 2010 and Acceptable ranking 2010 – 2011 , 2011-2012 & 2012-2013 school years. The campus currently (2013) has approximately 361 students enrolled. The 2011-2012 campus population is made up of 91.0% white, 3.7% Hispanic, 0.8% Asian, and 1.6% African America, two or more races 2.4%, and American Indian .5% students. Over the past three years, the student ethnicity population has remained about the same overall. Teacher/Student ratios have remained relatively low over the past years, with a 12.0 average for the 2011-2012 school year. After reviewing class schedules, there is a concern with high student/teacher ratios in some classes at the OJSH campus in Science, Math, History, and Foreign Language as well as extremely low student/teacher ratios in Business and Family & Consumer Science courses. Enrollment in the CTE program, Family Consumer Science, has continued to drop while enrollments in other CTE programs have remained stable.

**Summary of Identified Needs:**

1a. Lower student/teacher ratios on OJSH campus in Science, Math, History, and Foreign Language.

1b. Need additional classroom space for Science classes at OJSH.

1c. Continue to make improvements in Math, Reading, writing and increase CTE course offerings.

1d. Reassess CTE programs to encourage increase in enrollment.

1. **Student Achievement**

For the 2012-2013 school year, standards were met in all categories under the new state accountability system. Onalaska Jr/Sr High School earned Distinguished Designation for Academic Achievement in Reading/ELA. Areas identified for focused intervention are writing and special education performance (all areas).

Retention rates for grades 7 and 8 were 0% for 2012-2013. In addition, the annual dropout rate decreased from 2005-2009 and the dropout rate for 2011-2012 and 2012-2013 was 0%. The attendance rate has remained consistent at approximately 95 % from 2007-2013. Advance course/dual enrollment completion has remained consistent in all categories from 2007 to 2013, except in special education and males.

**Summary of Identified Needs:**

2a. Continue to implement intervention strategies in all core areas, especially Writing and Math for all grade levels.

2b. Continue to encourage enrollment of advanced courses/dual enrollment, paying close attention to assistance with Sp. Ed. and male participation.

1. **School Culture and Climate**

Results from the Parent Surveys distributed in May of 2013 identified that OJSH had a high percentage of approval in all categories of the survey. However, there was a 25% or higher score for “below satisfactory” with a.) information to assist parents to help their child at home, b.) communication to parents about academics and behavior issues, and c.) students receiving remediation according to his/her needs.

Parent/Teacher conferences will be conducted at OJSH on Nov15, 2013 and April 17, 2014 for students that are at risk academically and/or have discipline concerns.

**Summary of Identified Needs:**

3a. Continue to increase communication with parents.

3b. Increase opportunities for teachers to conference with parents.

3c. Increase remediation and intervention strategies for all students.

3d. Consideration of teacher/student/parent surveys conducted in 2012-2013.

1. **Staff Quality, Recruitment and Retention**

OJSH staff is committed to a quality education for our students through the full implementation of District and STATE ASSESSMENT intervention strategies, as needed. There were some concerns in the Math Dept. in 2011-2012 at the OJSH campus; however, staff adjustments were made to resolve this problem in order to improve STATE ASSESSMENT scores and to promote use of effective teaching strategies. As of 2013-2014, all OJSH teachers meet requirements for highly qualified status. The OJSH campus currently fully implements the District curriculum effectively as documented by walk-throughs, benchmark scores & observations.

After reviewing percentages in campus teacher experience, there is a concern that 31.9% of teachers have 1 – 5 years experience, and 23.9% of teachers have over 20 years’ experience. However, recruitment strategies (Job fairs, stipends, etc) should be in place to offset high percentage of 20 yr or above experience in teachers who may retire soon. With all of this in mind, the campus still will need to be conscience of the budget reductions of the state when considering staff recruitment or retention.

**Summary of Identified Needs:**

4a. Continue to effectively implement District curriculum, offering training for support.

4b. Communicate and monitor curriculum implementation process.

4c. Recruit and offer incentives to encourage interests in applying for OJSH teaching positions (Possible recruitment for a new Science teacher in the future)

4d. Consider budget reductions of state funding when evaluating recruitment, retention, or qualifications of a teacher.

1. **Curriculum, Instruction, and Assessment**

OJSH uses the CScope Curriculum and full implementation is required. Teachers and staff at OJSH are doing well with CScope this year (2013-2014). Teachers are required to have their unit lesson framed and the objective posted daily on their board, which is helpful in PDAS evaluations. Department Heads are required to meet with core teachers to evaluate CBAs and address questions or concerns with students and the curriculum. Principals and Curriculum Director meet with each core teacher for Data Talks. Instructional days have been set aside for the school year to allow teachers to work on the curriculum and assessment results in grade/subject teaming and individually. Horizontal and vertical teaming is ongoing, as well. OJSH is currently an Acceptable campus.

**Summary of Identified Needs:**

5a. Teacher/staff support with implementation of curriculum (trainings, meetings, observations).

5b. Smooth curriculum transition support from Administration.

5c. Visibility of Curriculum Director on OJSH with walkthroughs, Data Talks, and involvement in campus programs and activities.

5d. Evaluate and monitor data from AEIS report, CBAs, and assessments, offering intervention strategies to monitor student success.

1. **Family and Community Involvement**

OJSH has incorporated parent volunteer programs. Parents are welcome to volunteer on campus to offer assistance to teachers and staff. We encourage parents, businesses, and community members to get involved in school programs and activities. OJSH offers: Parent Teacher Conference Days, Meet the Teacher Night, 7th grade Orientation, FFA/Buyers Club, FCCLA activities, Athletic Booster Club, JROTC and Band Booster Club, CIC/Technology Committee, Freshman Orientation, State Assessment Info, Orientation Night and College & Career Info Night.

**Summary of Identified Needs:**

6a. Increase parent involvement on committees.

6b. Increase community and parent involvement in school programs.

6c. Make parents feel welcome on each campus, with encouragement to get involved in their child’s activities in a positive manner.

1. **School Context and Organization**

At the OJSH campus, Department Heads (core subjects) meet to plan processes to assist their core teachers in the classroom. Department Heads also meet throughout the school year (each Wednesday) with their core teacher teams to address concerns, questions, organization, changes, instructional strategies, CBAs results, state assessment data results, intervention strategies, etc. Team meetings involve curriculum planning sessions, focusing on vertical and horizontal alignment, as well. School organization and leadership is designed to increase collaboration and decision making processes to increase achievement for all students of Onalaska ISD.

OJSH has a master schedule that meets the needs of all students, allowing students to take courses that meet graduation and dual credit requirements. Students are also allowed to attend state assessment tutorials every other Friday. The design of the master schedule can be challenging, meeting the academic needs and extra -curricular needs of all students without over populating or under populating classes. OJSH has a principal, assistant principal and a counselor to assist teachers, parents, and students.

**Summary of Identified Needs:**

7a. Explore ways to offer rewards or bonuses for Dept. Heads for their continued efforts (with consideration of possible budget reductions).

7b. Allow meeting times for Dept. Heads and teaming on instructional days, during school, etc.

7c. Administration and teachers staff development (motivational conferences) to strengthen leadership skills.

1. **Technology**

The following technology is currently in place campus wide: 1.) connection to the internet, 2.) a web server providing campus information and student information, and 3.) written policies on acceptable use of the internet, World Wide web content, network management, and email. At the Junior/Senior High Campus, the following technology is in place: 1.) web server with high school information and projects, 2.) four computer labs, 3.) three wireless mobile labs, one lab with 20 computers and two labs with 30 computers each 4.) ten computers for credit recovery, 5.) twelve interactive white boards, 6.) five document cameras, and 7.) two rooms equipped for distance learning/video conferencing equipment.

**Summary of Identified Needs:**

8a. Effectively integrate technology in all areas of the curriculum.

8b. Knowledge of the Technology Application of TEKS

8c. Teachers working collaboratively to utilize technology and mentor the use of technology and/or assist in integration.

8d. Knowledge of technology purchases for the campus/campus and knowledge of Campus Technology Plan.

8e. Increase technical support for needs

8f. Increase bandwidth

8g. More computer access for students

**Goal 1:** OJSH will require high academic standards of every student through a well-balanced and appropriate curriculum.

**Objective 1A:** Increase the number of students achieving commended performance on all state administered assessments.

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| **Target** | **Activity** | **Person**  **Responsible** | **Resource/Cost** | **Time**  **Frame** | **Evaluation** |
| 1A1 | Professional Development on differentiated instruction to provide enhanced instruction that will increase the number of commended performance students in the campus. | Principal  Curriculum Director  Superintendent | Title 1 Funds  Local Funds | August 2013 –  June 2014 | Monitor teacher lesson plans  Student Performance on CBA assessments |
| 1A2 | Implement the following programs for enhancement of student performance:   * Renaissance Place (PBM) * Compass Learning – credit recovery * Accelerated Math/Reading (7-8) * Language!! (7-12) * Texas Success – Istation & Think Through Math * TXVSN – College & Credit Recovery * OFI – Opportunity for Improvement * AM & PM Math Tutorials * Math Enrichment Lab Pull-Out for JH * EOC Prep Classes for Writing, * Fantastic Fridays * ONTrack * Mock STAAR (Limit 2) | Principal  Special Programs  Teachers  Counselor | Local Funds  Title 1  SCE Funds | August 2013- June 2014 | Review of student progress reports  Review of student six weeks grades |
| 1A3 | Maintain implementation of District Curriculum alignment addressing the needs of high performance students. | Principal  Curriculum Director  DEIC | ESC VI CScope Contract  Title 1  Local Funds | August 2013-June 2014 | Monitor teacher lesson plans  CBA Assessment results  Department Head Meeting minutes and agendas |
| 1A4 | Continue to evaluate and upgrade technology integration  -Including BYOT | Principal  Technology Director | Technology Plan  Local Funds  State Technology Allotment | August 2013- July 2014 | Technology purchases  Technology Plan Evaluation |

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| **Objective 1A Evaluation:** Performance on all student achievement on state assessments will increase by 5%. |

**Goal 1:** OJSH will require high academic standards of every student through a well-balanced and appropriate curriculum.

**Objective 1B:** OJSH will maintain rigorous standards of achievement to prepare students for graduation and post secondary success.

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| **Target** | **Activity** | **Person**  **Responsible** | **Resource/Cost** | **Time**  **Frame** | **Evaluation** |
| 1B1 | Continue to improve , maintain, and update website location of higher education information for students and parents | Counselor  Technology Director | Technology Dept.  ERate Funds | August 2013- June 2014 | Monitor the number of hits the website receives |
| 1B2 | Provide the following information for access to Higher Education programs/opportunities to parents and students via campus web page and through campus based meetings:  \*Admission & Financial Aid Opportunities/FAFSA  \*Texas Grant and Teach for Texas Grant  \*ASVAB  \*ACT/SAT and PSAT tests  \*Career Awareness Assessments | Counselor  Teachers | Technology  ESC VI  Colleges | August 2013- June 2014 | Sign In Sheets  Attendance  Information Distributed |
| 1B3 | Investigate the implementation/addition of CTE courses  Provide students with a certificate upon completion of the course. (Safecourse, Certiport/Certiprep,) | CTE instructors  Counselor  Curriculum Director | CTE funds  Local funds | August 2013-June 2014 | Assess the number of courses offering a certificate and monitor the number of students enrolled in each course. |

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| **Objective 1B Evaluation:** Increase in number of students participating in articulated programs, enrolling in post-secondary training institutions, and/or actively pursuing employment in field related to training received while attending OJSH. |

**Goal 1:** OJSH will require high academic standards of every student through a well-balanced and appropriate curriculum.

**Objective 1C:** Improve performance of students in special programs on all state administered assessments.

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| **Target** | **Activity** | **Person**  **Responsible** | **Resource/Cost** | **Time**  **Frame** | **Evaluation** |
| 1C1 | Maintain and provide proven interventions and progress monitoring will be provided for students at risk.  Renaissance Learning | Curr/Sp. Programs Dir.  Principal | Local Funds  Sp. Ed. Funds | August 2013-June 2014 | Data collected revealing interventions and progress made by at-risk students |
| 1C2 | The campus will provide support for the students at-risk of dropping out by providing supplemental instruction through instructional resources and staff development resources, including through alternative education programming. | Curr/Sp. Programs Dir.  Principal | SCE Funds  Title 1 Funds | August 2013- June 2014 | Dropout rate will be less than 1% |
| 1C3 | The campus will evaluate student achievement in the following program areas:  \*Dyslexia  \*Title 1  \*Bilingual/ESL  \*Special Education  \*Career and Technology  \*Gifted and Talented  \* Students identified as At-Risk \*504 | Curr/Sp. Programs Dir.  Principal | Local Funds  Title 1 Funds  Sp. Ed. Funds | August 2013- June 2014 | Program evaluations completed and analyzed for improvement |
| 1C4 | Provide effective services for special education students:  \*Continue shared service arrangement with Polk Co. Special Services Coop  \*Provide support staff for Sp. Ed. Dept. | Superintendent  Polk Co. Sp. Services Coop | IDEA Funds  Local Funds | August 2013– June 2014 | Implementation of SSA |

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| **Objective 1C Evaluation:** Performance on all student achievement on state assessments will increase by 5%. |

**Goal 2:** OJSH will continue to provide education for all students in a safe and drug-free environment conducive to learning.

**Objective 2A:** Explore current safety procedures at all campus facilities.

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| **Target** | **Activity** | **Person**  **Responsible** | **Resource/Cost** | **Time**  **Frame** | **Evaluation** |
| 2A1 | Continue the use of security cameras and monitors.  Secured front door with electric lock and camera. | Principal  Assistant Principal | Local Funds | August 2013- June 2014 | Yearly evaluation of campus discipline |
| 2A2 | Investigate the upgrade of OJSH security camera system. | Superintendent  Technology Director  Principal | Local Funds | August 2013 – June 2014 | Investigation results |

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| **Objective 2A Evaluation:** Complete investigation results as to the effectiveness, both in terms of cost and operations, and the implementation of each electronic device. |

**Goal 2:** OJSH will continue to provide education for all students in a safe and drug-free environment conducive to learning.

**Objective 2B:** Continue to implement processes for students and faculty to ensure the safety of all involved on a daily basis at each

campus.

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| **Target** | **Activity** | **Person**  **Responsible** | **Resource/Cost** | **Time**  **Frame** | **Evaluation** |
| 2B1 | Continue the use of a driver’s license screening machine/Visitor ID checks on each campus. | Principal  Superintendent | Local Funds | August 2013- June 2014 | Yearly evaluation of effectiveness of DL screening machine and Visitor ID checks |
| 2B2 | Explore the use of student identification badges (with barcode) on campuses. | Principal  Superintendent  Technology Director | Local Funds | August 2013- June 2014 | Complete implementation of Student Identification Badges |
| 2B3 | Provide training and information to faculty and students on bullying and other social issues | Counselor  Superintendent  Curriculum Director  Principals | Local Funds | August 2013- September 2014 | Documentation of completed training on file in Central Office. |
| 2B4 | The campus will review the Campus Crisis Management Plans annually. | Superintendent  Maintenance Director  Principal | No costs  Campus Meetings | August 2013- June 2014 | Guidelines implemented and followed |

**Continued Goal 2:** OJSH will continue to provide education for all students in a safe and drug-free environment conducive to learning.

**Objective 2B:** Continue to implement processes for students and faculty to ensure the safety of all involved on a daily basis at each

campus.

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| 2B5 | Provide training & information to faculty & students on child sexual abuse & other types of maltreatment of children | Superintendent  Curriculum Director  Principals  Counselor | Local Funds | August 2013 – June 2014 | Documentation of completed training on file in Central Office |
| 2B6 | Dogs will search for drugs and illegal substances | Local Funds | Principal, or designee | June 2013-2014 | Reduction of drugs found on campus |
| 2B7 | Drug and alcohol addiction will be covered in P.E. classes | TEKS requirements | Principal and Teachers | June 2013-2014 | Report cards and reduction of drugs and alcohol found on campus |
| 2B8 | Campus will participate in Red Ribbon Week | Local Funds | Assistant Principal  Counselor | October 2013 | Reduction of drug and alcohol incidents on campus |
| 2B9 | School personnel will be present for all after school activities | $0.00 | Assistant Principal  Principal  A.D | All Activities | Reduction in number of problems at events; documentation of problems will be monitored and addressed |

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| **Objective 2B Evaluation:** Daily safety procedures are established and implemented throughout each school year effectively. |

**Goal 2:** OJSH will continue to provide education for all students in a safe and drug-free environment conducive to learning.

**Objective 2C:** Upgrade facilities to ensure a safe, healthy and orderly environment for students, staff and visitors.

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| Target | Activity | Person  Responsible | Resource/Cost | Time  Frame | Evaluation |
| 2C1 | Facility Advisory Committee recommendations will be reviewed to make decisions regarding facilities needs, improvements, and technology connectivity. (See Obj. 4) | Superintendent  Maintenance Director  FAC | Local Funds | June 2013 – August 2014 | Board Agenda and Minutes |
| 2C2 | Provide support to personnel to maintain and upgrade technology. | Principal  Technology Director | Local Funds  ERate  Technology Funds | August 2013- July 2014 | Evaluation of network infrastructure |

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| **Objective 2C Evaluation:** Facility projects will be completed on time and within budget. |

**Goal 3:** OJSH will actively recruit, hire, train, and retain highly qualified personnel

**Objective 3A:** Hiring of campus personnel will be addressed through campus and campus site-based procedures.

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| **Target** | **Activity** | **Person**  **Responsible** | **Resource/Cost** | **Time**  **Frame** | **Evaluation** |
| 3A1 | Increase attendance/participation in opportunities to recruit and retain highly qualified personnel:  \*Local Job Fairs  \*Internet job sites  \*Alternative Certification \*Programs/Teacher Certification Programs  \*Professional Organizations | Principal  Superintendent | Local Funds  Region VI ESC Contract | As appropriate:  August 2013– July 2014 | Region VI ESC Contract  Highly Qualified Teachers  Number of applicants interviewed and hired from Job Fairs, Internet Sites, Region VI Teacher Programs |
| 3A2 | Establish a mentor program for new teachers. Train teachers who will serve as mentors. | Superintendent  Teachers  Principal | Local Funds  Title 1 Funds | As appropriate:  August 2013-July 2014 | Training agenda, minutes and sign in sheets.  Mentor meeting notes and sign in  Campus procedures, policies |
| 3A3 | Hold teachers accountable for implementing campus initiatives and for student performance results. | Principal  Teachers  Superintendent | Local Funds  Title 1 Funds | August 2013- June 2014 | PDAS records, teacher growth plans, recommendation for non-renewal of termination |

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| **Objective 3A Evaluation:** OJSH will reflect 100% of teachers and paraprofessionals meeting highly qualified standards of NCLB. |

**Goal 3:** OJSH will actively recruit, hire, train, and retain highly qualified personnel.

**Objective 3B:** Training of campus personnel will be addressed through on-going professional development.

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| **Target** | **Activity** | **Person**  **Responsible** | **Resource/Cost** | **Time**  **Frame** | **Evaluation** |
| 3B1 | Campus will pay an incentive upon completion of advanced degree (Masters) | Superintendent | $2000 | As appropriate:    August 2013- July 2014 | Advanced degrees on file at Administration Office |
| 3B2 | Campus will continue to provide opportunities for quality staff development . | Principal  Curriculum Director  Teachers | RegionVI Contracts  Title 1 Funds | August 2013- July 2014 | Certificates from Workshops |
| 3B3 | All certified instructional personnel will obtain and maintain Gifted and Talented endorsements. | Principal  Curriculum Director  Teachers | Local Funds | June 2013- August 2014 | Certificates from Workshops |
| 3B4 | Encourage staff members to provide ideas for future staff development. | Principal  DEIC  Curriculum Director | Region VI ESC | August 2013- July 2014 | Registrations for Staff Development  Professional Development Surveys |
| 3B5 | Schedule and coordinate staff development days that will be beneficial for instructional growth. | Principal  Curriculum Director | DEIC | August 2013- July 2014 | Increased State Assessment scores  Professional Development surveys |
| 3B6 | Provide quality staff development during faculty meetings | Principal  Counselor | Campus Funds | August 2013- June 2014 | Agendas  Sign In Sheets |
| 3B7 | Allow Math instructional coach to provide additional training and support for improve Math instruction | Principal  Curriculum Director  Math Instruction Coach |  | August 2013-June 2014 | PDAS, Walk Throughs  Increased State Assessment Scores |

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| **Objective 3B Evaluation:** OJSH will collect staff survey data regarding staff participation and effectiveness of staff development activities. |

**Goal 3:** OJSH will actively recruit, hire, train, and retain highly qualified personnel.

**Objective 3C:** Continue to reward, recognize, and retain quality personnel.

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| **Target** | **Activity** | **Person**  **Responsible** | **Resource/Cost** | **Time**  **Frame** | **Evaluation** |
| 3C1 | Campus will continue to offer competitive salaries | School Board  Superintendent | Above state base salary | August 2013- July 2014 | Comparison on Teacher Salary Scale  Teacher Turnover is reduced |
| 3C2 | Conduct a staff survey to determine ways to improve campus climate | Principal | No Costs - Survey Monkey | April/May 2014 | Survey results |
| 3C3 | Explore department chair planning period. |  |  |  |  |

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| **Objective 3C Evaluation:** Low teacher turnover rate, low absence from duty rate, and instructional performance improvement. |

**Goal 4:** OJSH will continue to engage in proactive planning to address physical space requirements, maximizing resources, and optimizing

educational opportunities for all students in the campus.

**Objective 4A:** Maximize resources in order to ensure efficient facilities.

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| **Target** | **Activity** | **Person**  **Responsible** | **Resource/Cost** | **Time**  **Frame** | **Evaluation** |
| 4A1 | Initiate plans for facility improvements/additions based on facility audits and enrollment projections | Superintendent | Local Funds | Spring 2014 | Facility Plans and Evaluations |
| 4A2 | Initiate facility upgrades/improvements. | Superintendent  Maintenance Director  Principal | Local Funds | Spring 2014 | Facility Plans  Facility Plans Evaluation |

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| **Objective 4A Evaluation:** Completed Facility Plan for facility enhancement, long range plan in place and upgrades complete. |

**Goal 4:** OJSH will continue to engage in proactive planning to address physical space requirements, maximizing resources, and optimizing

educational opportunities for all students in the campus.

**Objective 4B:** Monitor and promote student attendance.

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| **Target** | **Activity** | **Person**  **Responsible** | **Resource/Cost** | **Time**  **Frame** | **Evaluation** |
| 4B1 | Encourage daily attendance. Send home 5th, 7th, and 9th day letters when necessary. | Principal  Assistant Principal  PEIMS Secretary | Student Attendance Records | August 2013- June 2014 | Attendance Letters |
| 4B2 | Report attendance percentages to the Board of Trustees | Principal  PEIMS secretary | PEIMS Attendance Report | Monthly | Principal Report at each scheduled Board Meeting |
| 4B3 | Review list of students with excessive absences last year and plan interventions for this school year. | Principal  Assistant Principal  Counselor  Teachers | Last Year’s Attendance Records | September – October 2013 | Student Intervention Plans |
| 4B4 | Students that are absent for more than the state required attendance will complete Attendance Committee requirements. | Principal  Counselor  Teachers | State Compensatory Funds | July 2014 | Attendance Records |
| 4B5 | Planned campus attendance celebration activities will be encouraged and supported. | Principal  PEIMS secretary | Attendance Records | End of Each Semester | Comparison of attendance before and after each celebration. |
| 4B6 | OJSH will continue to follow up by phone and/or in writing on students not in attendance.-comp. call out system | Principal designee  PEIMS Secretary | Daily attendance logs  Phone contact records | August 2013- June 2014 | Contact log  Improvement of students contacted |

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| **Objective 4B Evaluation:** Continue to maintain 95% attendance rate or higher. |

**Goal 5:** OJSH will encourage parents, businesses, and community members to become partners in the education of our students.

**Objective 5A:** Increase parental and community involvement in campus committees and meetings that reflect our student population.

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| **Target** | **Activity** | **Person**  **Responsible** | **Resource/Cost** | **Time**  **Frame** | **Evaluation** |
| 5A1 | Maintenance of Booster Clubs | Athletic Director  Band Director  Ag Teacher  JROTC Director | Community Donations  Organized Fund Raisers | August 2013- June 2014 | Sign In Sheets  Increase in membership |
| 5A2 | Continue to provide the following opportunities for parents/community members to be involved in planning for overall improvement:  \*CIC  \*LPAC | Superintendent  Curriculum Director  Principal  Counselor | Local Funds  Local Donations | August 2013- June 2014 | Sign In Sheets, Minutes of Meetings, Agendas |

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| **Objective 5A Evaluation:** Increase in attendance and participation of booster clubs and committees. |

**Goal 5:** OJSH will encourage parents, businesses, and community members to become partners in the education of our students.

**Objective 5B:** Increase methods of communication between school, community, and /parents.

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| Target | Activity | Person  Responsible | Resource/Cost | Time  Frame | Evaluation |
| 5B1 | Conduct parent surveys to determine the strengths and weaknesses of the campus. | Principal  Counselor  Curriculum Director | No Costs – Survey Monkey | April-May 2014 | Survey submission Response |
| 5B2 | Provide parents/guardians with access codes and directions to Parent Portal so that they may check their child’s grades and attendance from home. | Principal  Teachers  PEIMS secretary | TxEIS/TxConnect | September 2013 | Parent/Guardian login information |
| 5B3 | Implement multiple communication measures including:  \*community postings  \*local newspaper  \*mailout to parents  \*Campus marquees  \*Campus website  \*phone calls(Call-out system)  \*text message | Principal  Curriculum Director  Superintendent | Campus Website  Newspaper fees  Marquee | August 2013- June 2014 | Parent Feedback  Newsletter, notes, documentation  Sign In Sheets |
| 5B4 | Conduct parent/student meetings to address :  \*graduation plans  \*transition day for future seventh  \*EOC Night | Counselor  Principal | Local sources | August, 2013  May 2014 | Graduation Plans  Parent/ Student Attendance Records |
| 5B5 | Send Progress Reports home the fourth week of each six-week grading period | Teachers  PEIMS secretary | Campus Funds  (Consider reduction of mail outs) | Each 4th week of each 6 week period | Signed Progress Reports by Parents/Guardians |
| 5B6 | Send home Report Cards at the beginning of each new six-weeks | Teachers  PEIMS secretary | Campus Funds  (Consider reduction of mail outs) | Beginning of each 6 Weeks | Signed Report Cards by Parents/Guardians |
| 5B7 | Designate parent conference days | Principal  Superintendent | Local Sources | August 2013- June 2014 | Parent/Student Attendance Records |

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| **Objective 5B Evaluation:** Increase in the number and documentation of parents and community members actively engaged in each activity. |

**Goal 6:** OJSH will reduce the fiscal responsibility of the campus.

**Objective 6A:** Maintain the academic responsibility of the campus with the least amount of funds.

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| **Target** | **Activity** | **Person**  **Responsible** | **Resource/Cost** | **Time**  **Frame** | **Evaluation** |
| 6A1 | Reduce the need for substitute teachers based on OJSH needs. | Principal  Counselor | Campus Plan | August 2013- June 2014 | Substitute Teacher costs reduced |
| 6A2 | Explore different avenues to conserve energy campus wide. | Superintendent  Principal  Teachers/Staff | CIC | August 2013 – July 2014 | Energy costs reduced |
| 6A3 | Evaluate and monitor personnel costs, whenever applicable or necessary, to meet the needs of the campus. | Superintendent  Principal | Campus/Dist. Meetings  Budget Review | August 2013 – July 2014 | Unnecessary/excessive personnel costs reduced |
| 6A4 | Re-examine ways to cut spending on school activities/programs, as needed, throughout the school year. | Principal  Teachers  Superintendent | Campus/Dist. Meetings  Budget Review | August 2013 – June 2014 | All school activities and spending re-evaluated to meet the needs of the students while not exceeding budget expectations. |

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| **Objective 6A Evaluation:** OJSH will meet the academic needs of its students while reducing the overall budget |