

Seguin Independent School District
Jim Barnes Middle School
2017-2018 Campus Improvement Plan



Mission Statement

Is to empower and inspire all students to achieve at their highest potential in a safe and supportive learning environment so that they may contribute responsibly to our diverse and dynamic society.

Vision

Is to create a collaborative learning environment where all stakeholders are held accountable for student growth and success through district initiatives and technology.

Value Statement

Jim Barnes Middle School is at the best when:

1. All students are present
2. All teachers collaborate to develop high quality instruction
3. All stakeholders contribute to a safe and secure environment
4. All students are college ready and able to perform at the next level
5. There is a strong partnership between parents, staff and community

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Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Documentation

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

Goals

Goal 1: STUDENT ACHIEVEMENT: Provide consistent and quality instruction for all students that is engaging, rigorous, relevant, motivating, and integrates technology to foster student success in college and/or careers.

Performance Objective 1: TEACHING AND LEARNING - By focusing on curriculum alignment, instructional practices, and support for special programs and sub-populations, Jim Barnes will show an increase in the Student Achievement and the Closing the Gap domains.

Evaluation Data Source(s) 1: PLC documentation, Professional Development, I/E classes, CBA and Benchmark data.

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Create flexible schedule to engage students who need intervention and enrichment for STAAR.	Administration, Instructional Coach, Trailblazers.					
2) Teachers will engage in Professional Learning Communities once a week to discuss curriculum, learning strategies and data.	Administration, Instructional Coach, Trailblazer, Teachers.					
3) LPAC support personnel will review progress reports and report cards to ensure students are provided support to be successful	Administrator and LPAC clerk					
4) Implement Unit organizer across all core contents as part of the Strategic Instructional Model (SIM).	Administration, Instructional Coach, Trailblazer, Teachers.					

Goal 1: STUDENT ACHIEVEMENT: Provide consistent and quality instruction for all students that is engaging, rigorous, relevant, motivating, and integrates technology to foster student success in college and/or careers.

Performance Objective 2: POST-SECONDARY READINESS -JBMS will increase support for instruction at the Masters Level and continue with the college readiness course.

Evaluation Data Source(s) 2: Student enrollment, assessment data, professional development

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Create Pre Algebra course for students who are in the top 20% of STAAR scores.	Principial, 8th grade math teachers, Trailblazer.					
2) Identify students at the master level at all core contents to ensure they are engaged at higher level of instruction.	Administration, counselor, instructional coach, trailblazer.					
3) Through enrichment class, ensure students are engaged in a Project based learning style.	Instructional Coach, Trailblazers.					
						

Goal 1: STUDENT ACHIEVEMENT: Provide consistent and quality instruction for all students that is engaging, rigorous, relevant, motivating, and integrates technology to foster student success in college and/or careers.

Performance Objective 3: WHOLE CHILD SOCIAL-EMOTIONAL LEARNING -JBMS will maintain a level of wellness for all students through PE/Athletics/Pre Athletics, monitoring attendance, CHAMPion Day activities, and providing daily social and emotional messages for all students.

Evaluation Data Source(s) 3: Student attendance, participation in extra curricular events, CHAMPion Day rosters, counselor message logs.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Create a Pre Athletic course for 6th grade students.	Administration, counselor, athletic coordinators.	master school, student rosters				
2) Conduct CHAMPion day for students making progress and maintain zero referrals with passing grades	Administration, PBIS team	CHAMPion day rosters, discipline referrals, grade reports.				
3) Monitor student attendance and call students with multiple absences per week.	Assit. Principal, attendance clerk	attendance reports				
						

Goal 2: A SAFE & NURTURING ENVIRONMENT: Create a safe, nurturing, positive, and secure learning environment for students and staff.

Performance Objective 1: SAFETY - the District will ensure that all campuses and departments employ measures to maintain the safety and security of all students and staff members.

Evaluation Data Source(s) 1: District and Campus Emergency Operations Plans, Safety Audit, Raptor Reports, District Safety Meetings

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All teacher will be in hallways during passing periods.	All stakeholders	Duty rosters				
2) Conduct ALICE training with staff and students	Director of Student Support Services, administration	sign in rosters.				
3) Ensure Seguin PD is present for student and staff safety.	Principal	sign in sheets				







Goal 2: A SAFE & NURTURING ENVIRONMENT: Create a safe, nurturing, positive, and secure learning environment for students and staff.

Performance Objective 2: NURTURING AND POSITIVE CLIMATE: JBMS will promote and enhance a positive relationship environment to ensure positive results in both students and staff and encourage all to empower, inspire and achieve throughout the campus.

Evaluation Data Source(s) 2: PEIMS student discipline reports, Campus PBIS team documentation, staff attendance reports, climate surveys

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Promote successes for all teachers every six weeks.	All stakeholders					
2) Promote STAR students as part of the SISD.	All Stakeholders					
3) Through PLC, engage teachers in positive learning strategies to assist in student learning.	Administration, counselors, instructional coach.	PLC agendas				


 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 3: PARENT, FAMILY & COMMUNITY ENGAGEMENT: Promote the Seguin ISD Vision, Mission, and Goals while building strong family and community partnerships for our district and schools.

Performance Objective 1: PARENT INVOLVEMENT: Offer programs and activities to involve parents and family members and seek meaningful consultation with parents.

Evaluation Data Source(s) 1: Parent Volunteer Records, parent activities sign-in sheets.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Host meet the teachers and report card pick up bring parents to campus to meet teachers and staff.	Administration and counselors					
2) Engage parent conversation during school wide activities to include: athletics, band, choir and art presentations.	Athletic coordinators, Fine Arts, and art teachers, Administrators					
						

Goal 3: PARENT, FAMILY & COMMUNITY ENGAGEMENT: Promote the Seguin ISD Vision, Mission, and Goals while building strong family and community partnerships for our district and schools.

Performance Objective 2: PUBLIC RELATIONS & COMMUNICATIONS: Promote JBMS while embracing diversity and celebrating successes of students and staff through distribution of newsworthy items and delivery of key messages. Communicate information to the community through consistent and timely messages to include SISD website, social media, printed materials, media releases, and meetings with editors/reporters, and stakeholders.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Share, post, print key features of student and staff progress using brochures, social media and website in a timely manner.	All stakeholders					

Goal 3: PARENT, FAMILY & COMMUNITY ENGAGEMENT: Promote the Seguin ISD Vision, Mission, and Goals while building strong family and community partnerships for our district and schools.

Performance Objective 3: PARTNERSHIPS: Foster business and community partnerships through active participation in community-based opportunities and events.

Evaluation Data Source(s) 3:

Summative Evaluation 3:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Students will participate with Seguin Chamber of Commerce in various tours to local businesses.	Agenda meetings with Chamber, student rosters.					

Goal 4: OPERATIONAL EFFECTIVENESS & EFFICIENCY: Ensure that JBMS makes fiscally sound decisions that support student achievement and maintain a strong financial position.

Performance Objective 1: EFFECTIVENESS - Develop smart measures that evaluate the allocation of financial resources among all of the operational activities of the JBMS, including facilities, equipment, and technology

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Utilize campus funds to purchase technology devices and software to engage both teachers and students.	Administration, Instructional Coach, Technology teacher.					
2) Ensure campus funds are used to provide teachers with equipment to recreate a positive leaning environment in the classroom.	Administration					
						

Goal 4: OPERATIONAL EFFECTIVENESS & EFFICIENCY: Ensure that JBMS makes fiscally sound decisions that support student achievement and maintain a strong financial position.

Performance Objective 2: STEWARDSHIP: Pursue alternative funding sources such as competitive grants, efficient use of available resources, exploring cooperative opportunities, and providing optimal staffing, facilities, and technology to meet the needs of all students.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Ensure teachers are informed about the grant opportunities for SEF grants.	sign in sheets, grants forms					
2) Through campus funds, purchase technology resources for teachers to utilize in the classroom.	Administration					

Goal 5: HUMAN RESOURCES: Build a highly effective workforce through strategic recruitment, professional development, mentoring and organizational support to retain effective teachers, principals and other instructional staff.

Performance Objective 1: RECRUIT,SUPPORT, RETAIN EFFECTIVE TEACHERS & ADMINISTRATORS: JBMS will recruit, support and retain a diverse population of highly qualified, effective teachers, administrators, and support staff. JBMS will achieve a teacher turnover rate of less than 10%. Implement and evaluate on-going differentiated staff development to ensure teacher needs are being met to increase student success.

Evaluation Data Source(s) 1: Campus Professional Development Plan Report, District Professional Learning Plan, Campus PLC evaluation, Campus Retention Report, Teacher Mentor Evaluation, TAPR

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Participate in job fairs held by district office yearly.	Administration counselors, instructional coach					
2) Provide and send teachers to professional development to increase instructional strength for all teachers.	Administration, instructional coach, teachers					
3) Ensure teacher population is centered around student population.	Administration					


Goal 5: HUMAN RESOURCES: Build a highly effective workforce through strategic recruitment, professional development, mentoring and organizational support to retain effective teachers, principals and other instructional staff.

Performance Objective 2: APPRAISAL: Evaluate teacher effectiveness in the classroom utilizing formative and summative data, including but not limited to, T-TESS evaluations, walk-through information, student feedback, and value-added data. Staff development and support plans will be developed based on teacher performance as needed.

Evaluation Data Source(s) 2: Evaluations, Walk-through reports, Student assessments, TAPR

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Each administrator will conduct at a minimum of 10 walkthroughs per week focusing on designated core content.	Administrators	Paper walkthrough forms and online form.				
2) Conduct instructional rounds to provide teachers with calibrated walkthroughs once a month.	Administrators, Instructional Coach, Trialblazers, District C&I.	Instructional Rounds walkthrought books.				



✔ = Accomplished
 ➔ = Continue/Modify
 ● = Considerable
 ● = Some Progress
 ● = No Progress
 ✘ = Discontinue

Campus Performance Objectives Committee

Committee Role	Name	Position
Administrator	Michael Garza	Principal
Administrator	Erma Freeman	Assistant Principal
Classroom Teacher	Angela Howarton	7th Grade E.L.A.R. Teacher
Classroom Teacher	Doug Lucas	8th Grade Social Studies Teacher
Classroom Teacher	Elizabeth Magnesio	6th Grade E.L.A.R. Teacher
Parent	Christina Rangel	Parent
Classroom Teacher	Megan Dodd	8th Grade Math/Trailblazer
Business Representative	Amy Trost	
Business Representative	Valdamar Cevallos, DDS	
Parent	Laura Dodson	
Community Representative	Isaiah Struve, Rev.	