Ennis Independent School District

Ennis Junior High School

2017-2018 Campus Improvement Plan

Accountability Rating: Met Standard

Distinction Designations:
Academic Achievement in Reading/English Language Arts

Mission Statement

The Ennis Independent School District (ISD) shall be an educational institution that continuously challenges and stimulates its students. Ennis ISD shall provide the highest quality instructional staff and the appropriate facilities to insure that every student is equipped to his/her greatest academic potential.

Qualities of character to be taught, modeled, and upheld in Ennis ISD shall include honesty, integrity, and respect. The curriculum, programs, offerings, and opportunities provided by Ennis ISD shall be intended to produce responsible people of high moral character, capable of personal and professional success, who shall have a positive impact on society.

Vision

Educate, Encourage, Empower

Motto

Encouraged, Empowered, Enlightened

Ennis ISD District Goals

1. Be a high performing educational institution.
2. Retain and hire the highest quality staff.
3. Provide resources to ensure educational excellence.
4. Educate students in a safe and secure environment with character.
5. Maintain a positive collaboration/partnership with our community (all stakeholders).
6. Provide well maintained facilities of the highest quality.

Ennis Junior High Goals

1. Ennis Junior High will ensure high quality education via best practices.
2. Ennis Junior High is focused on providing our students with highly certified staff members that are invested in the educational and social development of all students.
3. Ennis Junior High will consider all resources in an effort to maximize learning for our students.
4. Ennis Junior High will create an environment for student success by offering a climate that is healthy, positive and safe.
5. Ennis Junior High will develop a partnership with families and community in order to promote teacher effectiveness and student performance.
6. Ennis Junior High will cultivate a sense of campus pride via well maintained facilities.

Table of Contents

Comprehensive Needs Assessment

Demographics

Demographics Summary

Ennis Junior High School (EJHS) is part of a 5-A District (Ennis ISD) in the North Texas area, 35 miles south of Dallas. EJHS is the sole junior high with grades seven and eight, located in a semi-rural town in Ellis County. The city resides at the intersection of a major transportation corridor (I-45) and a state highway (Hwy 287). The Interstate-45 corridor connects the north part of the state to the southern coastal region, from Dallas to Houston, while Highway 287 provides the link to the western half of the D/FW Metroplex.

EJHS has a student population of 855 students. This enrollment is made up of approximately 54.5% Hispanic, 33.7% White, and 10.8% African American.

The current facility for EJHS was opened in the 2008-2009 school year. The current-year enrollment is 855 students. Three administrators, 53 teachers, 7 support personnel, 10 educational aides, and 2 full time substitute aides comprise the staff. The facilities at EJHS consist of 56 classrooms, a cafeteria, two gymnasiums, an outdoor education classroom, a library/media center, 2 vocational technology labs (metal and wood shop), 5 computer labs, 2 computer education classrooms, an art room, drama room, choir room, and band hall. EJHS has 49 students in the ESL program, 112 students identified as 504, 101 Special Education students, 603 are Economically Disadvantaged and 43 homeless students. Additionally, there are 361 students enrolled in Pre AP/Advanced courses and 145 students in the AVID program.

Ennis Junior High School offers curriculum in regular education, special education, and advanced (pre-AP) courses for Mathematics, Science, English Language Arts, and Social Studies for 7th and 8th Grades. EJHS also has elective courses for Band and Choir, Art, computer education, outdoor education, photography, and leadership. Finally, EJHS offers 5 high school credit courses, Art I, Algebra, Health, BIM, and Speech, which allows a departing 8th grader to enter high school with up to 4 credits for graduation.

Attendance rates for EJHS has been over 96% during the past 3 years.

Demographics Strengths

Ennis Junior High's demographic strength is its diversity. Our students have varied academic, athletic and social needs. In order to meet these needs, EJHS has continued to create class offerings that interest and inspire the students. Outside of the regular core subjects, EJHS offers Pre-AP classes. There are many elective offerings that fit the needs/wants of our student body: AVID, Art, Speech, Health, BIM, Wood and Metal Shop, Outdoor Education, Choir, Cross Country, Lion Spirit, Robotics, Fitness, and Soccer. Our goal is to offer classes that promote a good experience for our students.

Each teacher on campus is considered Highly Qualified as well as GT certified.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Due to our demographics there have been examples of a disconnect between our faculty and student body. **Root Cause**: 71% of our current students are classified as Economically Disadvantaged.

Student Achievement

Student Achievement Summary

Ennis Junior High employs a variety of support system strategies to improve student academic performance. Each teacher is assigned 6 teaching class periods out of a 7 period day. Like content teachers share a conference period, during which cross-curricular planning, and individual class planning can occur. Once a week their conference period consists of a Professional Learning Community (PLC) where they discuss data and student achievement, as well as intervention strategies for struggling students. Each teacher also schedules before- and after-school tutoring, as needed for small groups of students, or by student or parent request.

Over the past seven school years, EJHS has also implemented the AVID program to encourage and prepare average to below-average students for a college education. AVID, which stands for "Advancement Via Individual Determination," is an internationally-recognized college preparatory program that teaches note-taking and study skills, builds confidence in individual and group settings, encourages academic risk-taking through advanced classes and extracurricular activities, and prepares students to work hard and be successful in a challenging academic environment.

EJHS offers several extracurricular opportunities for students, in which they can build friendships and trust in a safe educational environment. Some of these activities include athletics, UIL academic events, STUCO, F.R.O.G, National Junior Honor Society, Junior Historians, and Archery.

Student Achievement Strengths

EJHS % Passing	TEA Passing Standard	2016 Level II Percent Passed	2017 Approaches GL Percent Passed	% Change Approaches GL
7th Reading	56%	67%		
8th Reading	58%	91%	74%	-17
7th Math	41%	64%		
8th Math	46%	81%	77%	-4
7th Writing	57%	66%		
8th Science	59%	68%		
8th Social Studies	54%	60%		

This spreadsheet will be updated upon return of scores

It is expected that EJHS will see increases in overall STAAR performance.

EJHS has maintained a 96% attendance rate.

EJHS keeps parents informed about student progress via Parent Portal, social media, and Positive Parent Contacts.

EJHS offers "credit recovery" to students in an effort to maximize performance.

EJHS' master schedule included a Reading and Math intervention for students in need of additional supports.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Discipline referral numbers are not decreasing, causing EJHS students to miss valuable instruction time. **Root Cause**: There is a lack of celebrating student success.

Problem Statement 2: Social Studies scores at 60% was below the state scores.

School Culture and Climate

School Culture and Climate Summary

Ennis Junior High will strive to have a positive impact on our society by instilling in our students the essential qualities that are required to be a successful person in life. Qualities of character to be taught, modeled, and upheld at Ennis Junior High shall include honesty, integrity, and respect. The curriculum, programs, offerings, and opportunities provided by Ennis Junior High shall be intended to produce responsible people of high moral character, capable of personal and professional success, who contrinbute to their community in a valuable manner.

Ennis Junior High will be persistent and consistent in their desire to be a safe place for all students. The Ennis Junior High faculty believes the campus is staffed with caring individuals who work tirelessly to make learning fun and engaging for students. The faculty supports all student activities through participation in club sponsorship, pep rallies, Red Ribbon week, and by attending extra-curricular activities.

Ennis Junior High administrative team takes great pride in the appearance of the physical campus. We will continue to work diligently to provide a beautiful facility for students and staff.

School Culture and Climate Strengths

Areas of strength in regards to school culture and climate:

Caring staff committed to academic excellence and positive student/teacher relationships. EJHS will implement PBIS as a means of celebrating positive student behaviors.

EJHS staff hosts events on campus as a way to promote community relationships:

- Veterans Day Celebration
- Historical Society
- Impact Ennis

EJHS celebrates Red Ribbon Week.

EJHS created the High 5 Positive Referral program.

EJHS offers organizations that promote a strong culture and climate:

- STUCO

- UIL
- F.R.O.G Club
- AVID
- NJHS
- Robotics
- Chess Club

The Admin team provided opportunities for staff socialization by hosting luncheons throughout the school year.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: There is a need for more extra-curricular opportunities that appeal to our student body. **Root Cause**: Current offering do not attract many of our students into participating after hours.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

The Ennis Junior High staff is not only 100% highly qualified, but also GT certified. There was a considerable amount of turnover this past year, but we make great efforts to hire high quality replacements when the opportunity arises.

Ennis Junior High has many veteran teachers (over 60% of staff has more than 6 years of experience) which speaks toward our retention abilities. These experienced teachers bring great wisdom and understanding as it relates to student needs.

Ennis Junior High is a great place to work with a competitive salary, TERRP program and excellent facilities with state of the art technology.

Ennis Junior High admin team is driven to make this campus the "place to work" in all of Ellis County.

Staff Quality, Recruitment, and Retention Strengths

Ennis Junior High School strengths:

- 100% Highly Qualified
- 100% GT certified
- Academic coaches available for support
- Positive work environment
- TERRP program
- Beautiful facilities
- State of the art technology

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: Only 5% of teachers received perfect attendance recognition. **Root Cause**: The correlation between teacher attendance and student achievement is not understood.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Curriculum and Instruction at Ennis Junior High is constantly being evaluated and developed while complying with National, State, and Local mandates. Professional development opportunities continue to be sought so as to provide our faculty with the latest information in regards to effective instruction.

EISD has been aggressive in providing additional curriculum and technology resources for teachers in an effort to broaden instructional opportunities.

Curriculum, Instruction, and Assessment Strengths

Curriculum and Instruction at Ennis Junior High continues to be dedicated to improving the level of education for our students. Examples of this level of dedication include:

- Continued use of TRS
- Academic coaches
- Cutting edge technology, i.e. iPads for the 2016 school year and Chromebooks for the 2017 school year
- AVID program
- Smart ISS
- Content Mastery program
- Embedded professional development opportunities - technology
- Read 180 for SPED students
- PLCs
- TRS Unit Data
- UIL teams/coaches

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: Writing scores (65.77%) have not reached state average status. **Root Cause**: A concerted effort to promote writing across the curriculum has not been executed.

Problem Statement 2: There is a lack of student motivation to do well in unit assessments in core classes. **Root Cause**: Lack of personal responsibility in learning by student.

Family and Community Involvement

Family and Community Involvement Summary

Ennis Jr. High continues to be an "Open Door" school. The campus strives to improve communication between the school and all of its stakeholders.

Some examples that invite the community into the campus are as follows:

- Open House
- EISD Showcase
- School Messenger
- Band and Choir concerts
- Athletic events
- Teacher/Parent conferences
- EJHS Awards Night
- Veterans Day Celebration
- Facebook Page
- AVID Parent Night
- Impact Ennis - Drug Awareness Event for Parents
- Hosted the 6th and 9th Grade Parent Night for Transitions to EJHS and EHS
- STAAR Night

Family and Community Involvement Strengths

Several opportunities exist for the involvement of parents and members of the community at Ennis Jr. High. Important dates are routinely posted on the district website as well as the marquee at the driveway entrance. We have parent representatives on our Site Base team. Teachers make 9 positive parent contacts each 9 weeks. We use our EJHS Facebook page to promote positive information about the campus and district. Teachers use Remind 101 and Google Classroom to keep parents informed.

Problem Statements Identifying Family and Community Involvement Needs

Problem Statement 1: Spanish speaking stakeholders do not readily attend school functions. **Root Cause**: School wide communication is not provided in parents' native language.

School Context and Organization

School Context and Organization Summary

Ennis Junior High is seen as a school that is focused on the success of the student. The school has procedures and rules that are known by the faculty and students. These procedures and rules help to maintain a level of order and an environment that eliminates distraction from the educational setting. Faculty meetings are held on Wednesdays to discuss issues and needs with the staff. All teachers are scheduled to help with after-school duty one day per week in the afternoon. Paraprofessionals are given morning duty where they monitor students in the gym and cafeteria. Coaches are assigned lunch duty and administrators help supervise lunches as well.

All students are served breakfast in the classroom every morning.

School Context and Organization Strengths

- All student demographics are supported and encouraged to succeed
- Seven period scheduling that provides for effective lessons and atmosphere
- Parent/Teacher communication is continuously centered upon through an "Open Door" policy
- Site-Based Decision Making provides an opportunity for teachers to have a voice
- Positive Parent Contacts
- Breakfast in the classroom starts students' day with a balanced meal.

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1: Collaboration between teachers is happening horizontally but not vertically in PLC meetings. **Root Cause**: Conference times for PLC are only for grade-level content area.

Technology

Technology Summary

Overall the campus has top notch technology. Every 7th and 8th grade student has been issued a Chromebook. We have 7 computer labs with 25 student computers for teacher and student use. All teachers have been trained on Chromebooks and provided technology updates. The faculty will continue to to evaluate existing technology to determine future needs; while also providing professional development opportunities for effective implementation.

Technology Strengths

EJHS technology strengths:

- Ennis Junior High continues to provide teacher training with administrative support for increases of technology in the classroom.
- 1:1 Chromebook implementation.
- The district continues to offer and solicit other opportunities for professional development and infrastructure advancements.
- Embedded technology professional development.
- Smart Board in all classrooms.
- Read 180 program for Special Education students.

Problem Statements Identifying Technology Needs

Problem Statement 1: Staff does not utilize the technology in all of their lessons. **Root Cause**: On-going professional development for current trends in technology utilization are not taken advantage of.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local benchmark or common assessments data

Student Data: Student Groups

- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.
- Special education population, including performance, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.

Student Data: Behavior and Other Indicators

- Annual dropout rate data
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Student surveys and/or other feedback

Employee Data

- Professional development needs assessment data

Parent/Community Data

- Parent Involvement Rate

Goals

District Goal 1: Ensure all students receive high-quality instruction.

Core Belief One: We believe in working to improve performance of all students while closing achievement gaps.

Campus Goal One: Ennis Junior High will ensure high quality education via best practices.

Performance Objective 1: Ennis Junior High students will meet or exceed the state passing rate on all STAAR tests, as well as Algebra EOC.

    Evaluation Data Source(s) 1: Texas Academic Performance Reports and STAAR

    Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Strategy 1.1.1: Enrichment/Intervention classes will be offered in Math and Reading for students that did not pass the 6th and 7th grade Math and Reading STAAR tests.	1, 2, 3, 9, 10	Counselors, Campus Administration	Number of students passing STAAR Math and STAAR Reading that did not pass the previous year				
Strategy 1.1.3: (T-PESS 1b) Continue the use of Instructional Coaches in the classroom to support quality instruction.	1, 2, 9	Campus Administration, Instructional Coach, Curriculum Director, Asst. Superintendent of Curriculum and Instruction, Teachers	Improvement of scores on Unit Assessment exams and STAAR tests, Monitoring data via Data Talks				
Strategy 1.1.4: Continue to offer and fund the AVID program. Students participating in the AVID program will maintain a minimum GPA of 2.0 for all classes which include a Pre-AP class and the AVID elective course.	2	AVID Elective Teacher, Counselor, AVID Tutors, AVID site team members.	Classroom performance and testing results of AVID students				
Strategy 1.1.5: (T-PESS 1a) Continue the use of the TEKS Resource System (Curriculum Management Program) with 100% fidelity.	8, 10	Campus Administration, Instructional Coaches, Asst. Superintendent of Curriculum and Instruction, Curriculum Director	TEKS based instruction observed during teacher evaluations				

Strategy		Staff Responsible for Monitoring	Evidence that Demonstrates Success				
Strategy 1.1.6: Students and teachers will utilize available software to address specific weaknesses. Ennis Junior High will offer READ 180 to SPED students in need of reading intervention.	2	Campus Administration, SPED Reading Teacher, Counselor, Librarian, Technology Coach	Documentation of growth via student data reports				
Strategy 1.1.7: Help Special Education student's transition into General Education classes by individualized instruction, intervention strategies, and inclusion in the mainstream classes as well as annual reviews to determine if the student needs continued services.	1, 2, 3, 7, 8, 9, 10	Teachers	Number of Students dismissed and number of students served with inclusion. Number of minutes per assigned student use of Content Mastery				
Strategy 1.1.8: Allocate and schedule effective instructional time in the master schedule for Special Education students. This allocation includes in-class and inclusion support.	1, 9	Campus Administration, Special Education Director, Special Education Teachers	Improved academic performance, including STAAR for Special Education students				
Strategy 1.1.9: (T-PESS 1d) Sheltered Instruction Observation Protocol (SIOP) training will be provided for all new additions to the EJHS teaching staff.	2	Campus Administration, Teachers, Members of TLC department	Administrators will document SIOP strategies seen during teacher evaluations.				
Strategy 1.1.10: Students will be identified for participation in the AVID program.	1, 2, 3, 7, 9, 10	AVID site team	Number of students accepted to the AVID program				
Strategy 1.1.11: Any 8th Grade students enrolled in Algebra I will take the EOC Exam in May.	1, 2, 3, 7, 10	Algebra Teacher, Counselors	Number of students enrolled in Algebra compared to number passing EOC exam				
Strategy 1.1.12: Ennis Junior High will promote and allow appropriate field trips for the enrichment of our students. Trips must be scheduled during the Fall or after Spring STAAR tests.		Campus Principal, Teachers	Number and type of field trips taken				
Strategy 1.1.13: All EJHS teachers will participate in the process of "writing across the curriculum".		Campus Administrators, Instructional Coaches	Lesson Plans, Evaluation data				
Strategy 1.1.14: Provide elective programs that enhance the overall academic experience of our student body.	2, 8, 9	Campus Administration, Teachers, Instructional Coaches	Data driven lesson plans, teacher data improvement				
Strategy 1.1.2: (T-PESS 1c) Ennis Junior High will continue the use of data driven PLC meetings as well as having data talks with core subject teams with purposeful interventions for at-risk students.	2, 8, 9	Campus Administration, Teachers, Instructional Coaches	Data driven lesson plans, teacher data improvement				
✔ = Accomplished ➡ = Continue/Modify 🟠 = Considerable ⚪ = Some Progress ⚪ = No Progress ❌ = Discontinue							

District Goal 2: Provide and support high quality staff for all classrooms.

Core Belief Two: We believe that all employees are critical to the success of our students.

Campus Goal Two: Ennis Junior High is focused on providing our students with highly qualified staff members that are invested in the educational and social development of all students.

Performance Objective 1: Ennis Junior High will develop and retain highly qualified personnel via appropriate professional development opportunities.

> **Evaluation Data Source(s) 1:** Ennis Junior High teachers will be Highly Qualified and will attend appropriate professional development opportunities.

> **Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Strategy 2.2.1: Ennis Junior High will have monthly faculty meetings (more as needed) to discuss campus issues. During each faculty meeting, one teacher will present a "best practices" concept to the staff.		Campus Administrators, Counselors, Teachers	Sign in sheets, number of meetings conducted				
Strategy 2.2.2: (T-PESS 2a) Ennis Junior High will recruit and hire to meet campus needs while fulfilling district requirements.	2, 5	Campus Administration, Asst. Superintendent of Human Services	Staff consists of teachers that meet the NCLB HQ requirements				
Strategy 2.2.3: EJHS administrators will collaborate with teaching staff in order to develop appropriate professional development opportunities.	4	Campus Administration, Teachers	Staff development survey results				
Strategy 2.2.4: (T-PESS 2b) EJHS will utilize our Instructional Coaches to provide necessary training in order to address any instructional gaps.	2	Instructional Coaches, Campus Administrators	Improved teaching strategies that will be observed during teacher evaluations				
Strategy 2.2.5: Ennis Junior High teachers will attend appropriate professional development opportunities to improve their practice.	4	Campus Administrators	Teachers will demonstrate their new knowledge in the classroom and have the opportunity to present to peers.				
Strategy 2.2.6: (T-PESS 2c) Ennis Junior High will conduct calibration walks in order to provide accurate and relevant feedback to teachers in regards to their performance.		Campus Administrators, Curriculum Directors, Instructional Coaches	Calibration notes				

Strategy 2.2.7: (T-PESS 2d) Ennis Junior High will continue to use the T-TESS Teacher evaluation system for the 2017-2018 school year.	2	Campus Administrators	T-TESS documents				
Strategy 2.2.8: Ennis Junior High will show appreciation to staff by providing occasional lunches and other treats throughout the school year.		Campus Administration, Office personnel	Teacher morale surveys				
Strategy 2.2.9: Ennis Junior High administrative team will demonstrate support for teaching staff by being visible in the hallways during and between classes.		Campus Administration	Staff morale survey results				
Strategy 2.2.10: Ennis Junior High will continue to meet with Department Head committee and Site Base committee to allow for input on campus decisions in an attempt to have staff buy-in on decisions.		Campus Administration, Dept. Head Committee, SBDM team	Meeting minutes				
✔ = Accomplished ➡ = Continue/Modify ◕ = Considerable ◔ = Some Progress ⚪ = No Progress ✖ = Discontinue							

District Goal 3: Empower staff with resources to ensure student excellence.

Core Belief Three: We are committed to providing the resources necessary to ensure educational excellence.

Campus Goal Three: Ennis Junior High will consider all resources in an effort to maximize learning for all students.

Performance Objective 1: Ennis Junior High will manage funds appropriately to ensure the campus needs will be met while being financially responsible.

Evaluation Data Source(s) 1: Departmental budgets will demonstrate effective management.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Strategy 3.3.1: (T-PESS 3a) Ennis Junior High will create a positive campus theme that will promote a positive campus culture and climate.	2	Campus Administration, Counselor, Office Personnel	Campus theme will be displayed prominently throughout the building.				
Strategy 3.3.2: (T-PESS 3b) Ennis Junior High Principal will model the value of professional growth by continuing doctoral work.		Campus Principal	Lamar University Transcript				
Strategy 3.3.3: (T-PESS 3c) Ennis Junior High administration will provide teachers with a weekly newsletter, with information about campus happenings and teacher fun facts.		Campus Administration, Teachers	Newsletter artifacts				
3.3.4: (T-PESS 3b) Ennis Junior High campus administration will conduct calibration sessions with Curriculum Director and Instructional Coaches in order to provide meaningful feedback to teachers.		Campus Administration, Curriculum Director, Instructional Coaches	Walk-through data				
3.3.5: (T-PESS 3d) Ennis Junior High administration will make campus decisions on what is best for students. Campus administrators will act ethically while providing students and teachers the opportunity for due process.	2	Campus Administration	Campus provides students an opportunity to be successful while maintaining a safe environment.				
3.3.6: Ennis Junior High teachers will be encouraged to apply for teacher grants through the Ennis ISD Educational Foundation in an effort to provide additional supports to their classroom.		Campus Administration and Teachers	Grant money awarded to teachers on campus.				

✔ = Accomplished → = Continue/Modify ◕ = Considerable ◔ = Some Progress ○ = No Progress ✗ = Discontinue

District Goal 4: Provide a safe and secure learning environment, cultivating character and high expectations.

Core Belief Four: We believe all students deserve to be educated in a safe and secure environment with high expectations for positive student behavior.

Campus Goal Four: Ennis Junior High will create an environment for student success by offering a climate that is healthy, positive and safe.

Performance Objective 1: Ennis Junior High administrative team will maintain a safe and disciplined campus via consistent practices.

Evaluation Data Source(s) 1: Student discipline data, PBMAS data

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Strategy 4.4.1: (T-PESS 4a, 4b, 4d, 4e) Ennis Junior High will assign students to ISS, OSS, and DAEP when appropriate. The length of placement will be based on severity of each offense.	1, 10	Campus Administration, Alamo Education Principal, PEIMS Clerk	PEIMS 425 data				
Strategy 4.4.2: (T-PESS 4c) Ennis Junior High will partner with Give A Kid A Chance to supply students with uniforms, school supplies, and necessary immunizations.	10	Campus Administration, Counselors, GAKAC Director	The number of students served through the GAKAC program				
Strategy 4.4.3 Ennis Junior High Counselors will begin the "Pawsome" positive behavior program.		Counselors	Number of students acknowledged by campus counselors				
Strategy 4.4.4: (T-PESS 4c) Ennis Junior High will provide incentives for Perfect Attendance.		Campus Administration, Attendance Clerk, Campus Secretary	Improved average daily attendance rate				
Strategy 4.4.5 Ennis Junior High will contract with Interquest Detection Canines for random drug and weapon searches of the campus.		Campus Administration, EISD PD	The number of searches conducted and amount of contraband found				
Strategy 4.4.6: (T-PESS 4b, 4d, 4e) Ennis Junior High will enforce the EISD Dress Code Policy on a daily basis.		Campus Administration, Teachers	Dress code compliance				

Strategy 4.4.7: (T-PESS 4d, 4e) Ennis Junior High will actively investigate claims of bullying using the "Bullying Protocol." When necessary, EJHS administrators will utilize "Cease and Desist" documents in hopes of eliminating harassment.		Campus Administration	Number of "Cease and Desist" documents signed				
Strategy 4.4.8: (T-PESS 1d) Poverty Walk Simulation training will be provided for all EJHS staff in hopes of creating a better understand of our students daily struggles.	2	Campus Administration	Administrators will document strategies seen during teacher evaluations.				

✔ = Accomplished   ➡ = Continue/Modify   ◕ = Considerable   ◔ = Some Progress   ⬤ = No Progress   ✘ = Discontinue

District Goal 5: Maintain a positive two-way partnership designed to strengthen the strategies aligned to the district vision and continuously improve teacher effectiveness and student outcomes.

Core Belief Five: We believe that maintaining a positive two-way partnership with our community will enhance and strengthen our school systems appeal.

Campus Goal Five: Ennis Junior High will develop a partnership with families and community in order to promote teacher effectiveness and student performance.

Performance Objective 1: Ennis Junior High will strive to improve communication between our campus and the families and community that we serve.

Evaluation Data Source(s) 1: Parent contact documentation, school event attendance, and stakeholder satisfaction surveys.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			**Summative**
				Oct	Jan	Mar	June
Strategy 5.5.1: (T-PESS 5a) Meet with department heads and site base team on a regular basis to address and plan throughout the year as well as discuss strategies to address campus needs.	1, 2, 8	Campus Administration, Department Heads, SBDM team	Meeting minutes				
Strategy 5.5.2: EJHS administration will host Grade Placement Committee meetings with parents of students that did not pass the 8th grade STAAR Math and Reading tests.	1	Campus Administration	Administration and parents reach agreement about the future (promote/retain) of students that did not reach mastery on SSI STAAR tests				
Strategy 5.5.3: EJHS will host an Open House prior to the beginning of the school year.	6	Campus Administration, Counselors, Teachers, Support Personnel	The number of parents and students in attendance				
Strategy 5.5.4: (T-PESS 5d) Ennis Junior High teachers will make nine positive parent phone contacts per nine weeks.		Campus Administration, Teachers	Positive Parent Contact logs				
Strategy 5.5.5: Ennis Junior High will continue the "High 5 Positive Referral Program." Teachers will write up students for positive contributions to the EJHS campus and campus administrators will contact parents in order to celebrate successes.		Campus Administration, Teachers	The number of positive phone calls made by campus administrators to parents				

Strategy 5.5.6: Ennis Junior High Counselors will begin the "Pawsome" positive behavior program.		Counselors	Improved behavior of student body and an overall increase in campus morale				
Strategy 5.5.7: (T-PESS 5b) Ennis Junior High will create master schedule to maximize instruction time while offering opportunities for extended learning.	2, 8	Campus Administration, Counselors	Total instructional time				
Strategy 5.5.8 (T-PESS 5c) Ennis Junior High will create a campus budget that aligns resources with the needs of our students.	2, 10	Campus Administration, CFO, Asst. Superintendent of Curriculum	Budget will demonstrate conservative spending while meeting the campus needs.				
✔ = Accomplished ➡ = Continue/Modify ◔ = Considerable ◔ = Some Progress ◯ = No Progress ✘ = Discontinue							

District Goal 6: Provide high-quality facilities with an instructional focus.

Core Belief Six: We believe our facilities should be of the highest quality and well maintained to meet the needs of all stakeholders of the district.

Campus Goal Six: Ennis Junior High will cultivate a sense of campus pride via well maintained facilities.

Performance Objective 1: Ennis Junior High will keep our facilities clean and usable for all students and community needs.

Evaluation Data Source(s) 1: Ennis Junior High will consistently monitor overall appearance of building and will track progress of submitted work tickets.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Strategy 6.6.1: Ennis Junior High administrators will communicate with custodians and custodial supervisors to review areas of concerns.		Campus Administration, Custodial staff	Appearance of building and facilities will demonstrate success				
Strategy 6.6.2: Ennis Junior High will stay in regular contact with Sodexo custodial staff regarding any events being held on campus.		Campus Administration, Custodial staff	EJHS building and grounds will be a beautiful venue for school and community events.				
Strategy 6.6.3: Ennis Junior High will use Maximo software to report physical plant work orders.		Campus Administration, Sodexo General Manager	Amount of time that lapses between ticket submission and actual completion				
✔ = Accomplished → = Continue/Modify ◕ = Considerable ◑ = Some Progress ⬤ = No Progress ✖ = Discontinue							