

# CARTHAGE J H

## Campus Improvement Plan

### 2023/2024

*HOME OF CHAMPIONS IN THE CLASSROOM AND ON THE FIELD*



**Carthage Junior High School**  
Where Champions Are Educated

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# CARTHAGE J H

## **Mission**

*The Mission of the Carthage ISD is to provide every student with a first-class education, a safe environment, and the necessary resources to guarantee every student's academic, physical, 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
Koch, Allen	Director of Curriculum and Instruction
Lee, Scott	Community Representative
Hull, Teresa	Community Representative
Duran, Adam	Parent
Bridges, Heather	Sped Teacher
Sanford, Cassandra	Teacher
Powell, Tina	Teacher

# **CISD Board Goals**

**By the spring of 2023, 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.

# CARTHAGE J H

**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. Unit tests will be entered into DMAC and data will be utilized to provide intervention where necessary

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Curriculum specialists in ELA and Math will work with teachers to implement vertical alignment and best practices within the classroom. (Title I SW: 3,7) (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 1,4)	Principal, Teacher(s)	2023-2024	(F)Federal, (L)Local, (S)State	Criteria: Meeting schedules and agendas  10/01/22 - 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	2023-2024	(F)Federal, (L)Local, (S)State	Criteria: Documented Lesson Plans  10/01/22 - 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	2023-2024	(L)Local, (S)State	Criteria: Data evaluations  10/01/22 - 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)	2023-2024	(S)State	Criteria: Weekly meeting documentation  10/01/22 - On Track
5. Teachers will utilize Google Classroom for instruction with Face-to-Face and COVID-19 At Home Learners. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All) (Strategic Priorities: 2)	Principal, Teacher(s)	2023-2024	(F)Federal, (L)Local, (S)State	Criteria: Google Lessons  10/01/22 - On Track

# CARTHAGE J H

**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)	2023-2024	(F)Federal, (L)Local, (S)State	Criteria: Graded Assessments  10/01/22 - 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)	2023-2024	(F)Federal, (L)Local, (S)State	Criteria: Professional Development Records  10/01/22 - On Track

# CARTHAGE J H

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

**Objective 3.** Carthage JHS will use Google Classroom as the LMS that will reach our AHL students, students not F2F will be able to receive instruction through the use of technology.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will plan and build lessons utilizing the PLC model that will allow for backwards planning and implementation of the proper student expectations. (Title I SW Elements: 1.1,2.1,2.2,2.5,2.6) (Target Group: All) (Strategic Priorities: 3) (ESF: 3)	Principal, Teacher(s)	2023-2024	(F)Federal, (L)Local, (S)State	Criteria: Lesson Plans 10/01/22 - On Track

# CARTHAGE J H

**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 develop their Unit Assessments at the beginning of their planning time. Unit assessments will be aligned with student expectations. (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	2023-2024	(F)Federal, (L)Local, (S)State	Criteria: Unit Assessments  10/01/22 - 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)	203-2024	(F)Federal, (S)Local Funds, (S)State	Criteria: Department meeting documentation  10/01/22 - On Track
3. Teachers will utilize independent reading time during 1st period each day. Teachers will monitor and work with struggling readers. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 2)	Assistant Principal(s), Librarian, Principal	2023-2024	(F)Federal, (S)State	Criteria: Master Schedule  10/01/22 - On Track
4. Continue to utilize a strategy of "Backwards Planning" for the implementation of sound instruction and lesson development. (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	2023-2024	(F)Federal, (L)Local, (O)Other, (S)State	Criteria: Administrative reviews  10/01/22 - On Track



# CARTHAGE J H

**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 unit data information and develop interventions based on student data. (Title I SW: 4) (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Instructional Coordinator, Librarian, Principal, Teacher(s)	2023-2024	(F)Federal, (L)Local, (S)State	Criteria: Data meetings 10/01/22 - 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)	2023-2024	(S)Local Funds, (S)State	Criteria: Lesson Plans 10/01/22 - On Track
3. Teachers will use a variety of instructional methods to meet the needs of all students. Interventions and extensions will all be planned in advance. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 3) (CSFs: 2)	Assistant Principal, Instructional Coordinator, Principal, Teacher(s)	2023-2024	(L)Local	Criteria: Administration observations 10/01/22 - On Track

# CARTHAGE J H

**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)	Assistant Principal, Instructional Coordinator	2023-2024	(F)Federal, (S)Local Funds, (S)State	Criteria: Student Data Reviews 10/01/22 - 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,EB)	Instructional Coordinator, Principal, Teacher(s)	2023-2024	(L)Local	Criteria: Tutorial documentation, student data 10/01/22 - 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,EB) (Strategic Priorities: 2)	Principal, Teacher(s)	2023-2024	(L)Local	Criteria: Data analysis meetings 10/01/22 - On Track
4. Support GT students by providing enrichment opportunities and course offerings. (Title I SW Elements: 2.2,2.5) (Target Group: GT) (Strategic Priorities: 2,3) (ESF: 3,4,5)	Faculty, Librarian, Principal	2023-2024	(F)Federal, (L)Local, (S)State	Criteria: Master schedule, activities lists 10/01/22 - On Track

# CARTHAGE J H

**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)	2023-2024	(L)Local	Criteria: Media Postings 10/01/22 - 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)	2023-2024	(L)Local, (S)Local Funds, (S)State	Criteria: Website Postings 10/01/22 - 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	2023-2024	(O)Other	Criteria: List of Mentors 10/01/22 - On Track

# CARTHAGE J H

**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	2023-2024	(L)Local, (S)State	Criteria: Visitor list 10/01/22 - 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	2023-2024	(L)Local	Criteria: Administration monitoring 10/01/22 - 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	2023-2024	(O)Other	Criteria: Safety Drill Schedules/Documentation 10/01/22 - 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	2023-2024	(S)Local Funds	Criteria: Activity Reports 10/01/22 - 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	Criteria: Identified Guardians 10/01/22 - On Track

# CARTHAGE J H

**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 2.** Carthage JHS will follow all required TEA mandates in an effort to stop the spread of COVID-19.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Carthage Junior High will follow all TEA guidelines to help prevent the spread of Covid-19 (Title I SW Elements: 1.1,2.1) (Target Group: All)	All School District Personnel	2023-2024		10/12/22 - On Track

# Resources

Resource	Source
Federal	Federal
Local	Local
Other	Other
State	State

# Comprehensive Needs Assessment

## Demographics

### Demographics Strengths

NA

### Demographics Weaknesses

Approximately 11.7% 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

374 total students at CJHS for 2023-2024

White - 57% AA - 20% Hispanic 19.3% Mixed 3.7%

Mobility rate - 15%

Teacher/Student Ratio - 15/1

## Student Achievement

### Student Achievement Data Sources

# Comprehensive Needs Assessment

## Student Achievement Data Sources (Continued)

Disaggregated STAAR Data

## Student Achievement Strengths

CJHS was higher than the Region and State in all STAAR testing for the 2022-2023 school year.

## Student Achievement Weaknesses

We need to have more students scoring at the "Masters" level on 8th grade ELA test.

## Student Achievement Needs

Need better resources in able to be able to fully provide our students with a better learning experience.

# School Culture and Climate

## School Culture and Climate Data Sources

Survey and Interviews of Students/Staff/Parents

## School Culture and Climate Strengths



# Comprehensive Needs Assessment

## School Culture and Climate Strengths (Continued)

According to OHI survey from 2022-2023 Campus Morale was at the top of strengths listed from the staff that was surveyed. Communication was high as well.

School discipline is strong and teacher support is provided.

## School Culture and Climate Weaknesses

In continuing improvement efforts we need to utilize all personnel in a way that maximizes their strengths.

## School Culture and Climate Needs

NA

## School Culture and Climate Summary

Office referrals continue to fall and student discipline continues to improve. Consistent routines and procedures have improved the overall school climate.

# Staff Quality, Recruitment and Retention

## Staff Quality, Recruitment and Retention Strengths

Staff is made up of highly qualified veteran teachers. The addition of curriculum coordinators on campus has strengthened our faculty. The leadership team at CJHS has provided themselves to be a valuable resource for all teachers on campus.

## Staff Quality, Recruitment and Retention Weaknesses

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

# Comprehensive Needs Assessment

## Curriculum, Instruction and Assessment

### Curriculum, Instruction and Assessment Strengths

Formal testing and utilization of data to drive instruction.

### 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

CJHS communicates with parents by using various platforms of social media. We also communicate grade progress through our Parent Portal, Progress Reports and 6 weeks grading period.

### Family and Community Involvement Weaknesses

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

# Comprehensive Needs Assessment

## 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

### School Context and Organization Data Sources

Disaggregated STAAR Data  
Failure Lists  
Semester Exam Grades

### School Context and Organization Strengths

Formal assessments and common planning times increase classroom productivity.

## Technology

### Technology Strengths

Chromebooks in each classroom. RenSTAAR, DMAC, Lead4ward. Virtual Reality classroom to enhance learning experience as well.

### Technology Weaknesses

# Comprehensive Needs Assessment

None

## Technology Needs

Better Internet Connectivity.

## Other