Watson Jr. High Campus Improvement Plan

Mission Statement

Watson Junior High School will provide a safe environment to foster academic and personal growth with quality instruction for ALL students.

GOALS

1. WJHS will implement strategies to retain at least 90% of all current staff and recruit new staff by showcasing facilities, staff and students on websites, on social media and other forms of media outlets weekly.

2. WJHS will increase the percentage of students scoring at the Meets Level to 50%. For cohort groups that were at or above 50% on the 2023 STAAR, WJHS will increase the number of students scoring at the Meets level by 10%.

3. WJHS, along with MISD, will make a commitment to maintain school safety for all stakeholders by implementing the following strategies throughout the 23-24 school year:
    a) State required safety audits passed with 100% compliance
    b) Conduct a strategic location needs assessment of guardians in the district

4. WJHS leaders will develop mentoring strategies to promote school and community standards as measured each six weeks by a 5% reduction in discipline and obtaining 93% attendance.

Goal 1: WJHS will implement strategies to retain at least 90% of all current staff and recruit new staff by showcasing facilities, staff and students on websites, on social media and other forms of media outlets weekly.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Mentor/Mentee assignments	2	Principal, Director of Operations and Instruction, Mentors, 1st Year teachers	Initial assignment with weekly check-ins between Mentors/Mentees	Local	Regular progress monitoring and documentation of Mentor/Mentee Meetings	Data from surveys, Retention of Teachers
Principal Meetings/ 1st and 2nd Year Teacher Academies	1	Principal/ Assistant Principal/ 1st and 2nd Year Teachers	Each 6 weeks	Local	Beginning Teacher Checklist, Follow-up survey for participating teachers	End of year survey, Retention of Teachers
Lesson plan review & corresponding walkthroughs	3	Administrators	Weekly	Local	Beginning Teacher Checklist	End of year survey, Improved six weeks grades Reduced failure rate, Student success as evidenced by walkthrough documentation
"New-To-Teaching" Training	2	Instructional Coaches, Principals, Director of Operations and Instruction	Aug. 1, 2023	Local, ESSER, Title	Session Survey	Session survey feedback with accompanying analysis instructional Coaches and Principals, Retention of Teachers
District Wide Marketing Plan	5	Social Media Liaison, Technology Director, Principal, Teachers	Aug. 1, 2023- May 24, 2024	Local	Social Media and Website	Social Media and Website, Teacher Survey, TalentEd

Goal 2: WJHS will increase the percentage of students scoring at the Meets Level to 50%. For cohort groups that were at or above 50% on the 2023 STAAR, MISD will increase the number of students scoring at the Meets level by 10%.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Administer a Beginning of Year Assessment.	2	Administrators, Teachers	August 16, 2023- September 22, 2023	Local, Title Part A Title II, Title III, Title IV	Assessment	Assessment Data in Eduphoria
Weekly CSP/Data Meetings in Each Core Subject Department	2	Administrators, Teachers	August 16, 2023- May 24, 2024	Local, Title I Title II, Title III, Title IV	CSP/Data Agenda/Forms	STAAR Results
Common Assessments at Least Every 6 Weeks	2	Administrators, Teachers	August 16, 2023- May 24, 2024	Local, Title I Title II, Title III, Title IV	Common Assessment	Assessment Results
TLC Rigor Strategies Will Be Incorporated into Daily Teaching	1	Administrators, Teachers	August 16, 2023- May 24, 2024	Local, Title I Title II, Title III, Title IV	Walk-Throughs, Evaluations	Assessment Results STAAR Results
WJHS Will Offer Tutorials Before, During and After School	1	Administrators, Teachers, Paraprofessionals	August 16, 2023- May 24, 2024	Title I Part A Title V	Student Sign In Sheets, Teacher Payroll Sheets	Common Assessments, STAAR Results

MISD will utilize McGraw Hill instructional materials to support student growth in tested areas.		Administrators, Teachers, Paraprofessionals	August 16, 2023- May 24, 2024	Title I Part A Title V Part B	Common Assessment	Common Assessments, STAAR Results

Goal 3: WJHS, along with MISD, will make a commitment to maintain school safety for all stakeholders by implementing the following strategies throughout the 23-24 school year:

a) State required safety audits passed with 100% compliance

b) Conduct a strategic location needs assessment of guardians in the district

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Conduct strategic location needs assessment.	1	Safety Committee, Director of Operations and Instruction	August 16, 2023- September 23, 2024	Local, TEA, Texas State Safety Center, Region 17	Documentation of Assessment	Assessment results
Update Emergency Operations Plan (EOP) and add additional appendix and annex for district safety.	1	Safety Committee, Director of Operations and Instruction	August 16, 2023- October 12, 2023	Local, TEA, Texas State Safety Center, Region 17	Documentation of an updated EOP	Documentation of results of compliance with State of Texas
Regular interior and exterior door checks and documented each week.	1	Safety Committee Local PD, SO, Campus Administration	August 16, 2023- May 24, 2024	Local, TEA, Texas State Safety Center, Region 17	Documentation of checks from self audit	100% secure of all door checks
A police presence before school and after school while additional walkthroughs during the day at each campus.	1	Safety Committee, Director of Operations and Instruction, Police Chief and Sheriff	August 16, 2023- May 24, 2024	Local, TEA, Texas State Safety Center, Region 17	A visual indication of more presence of law enforcement participation of campus and throughout district	A reduction in student discipline and evidence of a more secure district.

Add, train and place additional guardians in strategic locations within the district and campuses for the security of students, staff and stakeholders with the district.	1	Safety Committee, Director of Operations and Instruction and Superintendent of Schools.	August 16, 2023-May 24, 2024	Local, TEA, Texas State Safety Center, Region 17	Confidential Documentation of guardians.	Confidential Documentation of guardians.

Goal 4: WJHS leaders will develop mentoring strategies to promote school and community standards as measured each six weeks by a 5% reduction in discipline and obtaining 93% attendance.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Educational-based lesson on substance abuse for specific students.	3	Principal, Teachers, SHAC committee	August 16, 2023-May 24, 2024	Local	School-wide attendance, discipline records,	Survey to students, Discipline referrals
PeekaPak Curriculum for students assigned to ISS	3	Assistant Principal	August 16, 2023-May 24, 2024	Local	School-wide discipline records	Discipline referrals
6 Weeks Incentive Activities	1	Principal, Teachers	August 16, 2023-May 24, 2024	Local	Incentive documentation	Discipline referrals, incentive documentation
Attendance Incentives	2	Principal, Assistant Principal, PEIMS Secretary	August 16, 2023-May 24, 2024	Local	Incentive documentation	Attendance Rates
Winners at Watson	2	Student Services Coordinator	August 16, 2023-May 24, 2024	Local	Meeting Documentation	Discipline referrals, incentive documentation

Positive Parent Contacts	2	Principal, Teachers	August 16, 2023-May 24, 2024	Local	Documentation Spreadsheet	Discipline referrals, incentive documentation
Leadership Clubs	4	Sponsors, Principal	August 16, 2023-May 24, 2024	Local	Meeting Documentation	Attendance Rates, Discipline Referrals
GRIT Lessons in Target	3	Student Services Coordinator, Teachers	August 16, 2023-May 24, 2024	Local	Grit Lesson Slides	Attendance Rates, Discipline Referrals

Goal 5:

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact