

**Wylie Independent School District**  
**Cooper Junior High School**  
**2023-2024 Improvement Plan**



# Mission Statement

The Cooper Junior High School family will foster a spirit of collaboration and cooperation with parents and the community, to provide a well-rounded educational experience which will ensure that all students possess the necessary tools to become successful citizens of the world.

## Vision

Unified for Excellence

# Table of Contents

- Comprehensive Needs Assessment 4
  - Demographics 4
- Priority Problem Statements 5
- Comprehensive Needs Assessment Data Documentation 6
- Goals 8
  - Goal 1: Instill community and ethical values in our students. 9
  - Goal 2: Ensure academic achievement for all students through close family partnerships, curriculum, and programs. 14
  - Goal 3: Prepare students for a successful life beyond high school 21
  - Goal 4: Attract, retain, and value a quality staff. 24
  - Goal 5: Manage growth in a way that ensures functional equity. 28
  - Goal 6: Support student participation in extracurricular activities to promote character and academic achievement. 31
  - Goal 7: Insure academic growth on state test. 33
  - Goal 8: Celebrate our EXCELLENCE. 34

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Cooper Junior High total campus enrollment is 1009

- 1.) White- 36.87%
- 2.) Hispanic- 21.41%
- 3.) Black/Non Hispanic-14.47%
- 4.) Asian/Pacific Islander Isl- 22.79%
- 5.) ECD (Economically Disadvantaged)- 26.96%

The campus enrollment has decreased from 1010 to 1009 students this year. Special Education numbers increased from 10.59% to 10.80% of the student population. Males continue to outnumber females in special education. Our bilingual/ESL population increased from 17.72% to 19.13%. Our GT population decreased from 18.51% to 17.94%. Our At-Risk population increased from 25.94% to 29.34%. LEP and SPED students' performance continues to be an area of focus for improvement in all content areas.

### Demographics Strengths

- Reading
  - % Meets or Above: African American 70%, Hispanic 68%, White 83%, Asian 88%, Eco Dis 63%, High Focus 60%, and SpEd 24%
- Math
  - % Meets or Above: African American 61%, Hispanic 56%, White 79%, Asian 85%, Eco Dis 52%, High Focus 52%, and SpEd 17%

## **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** Our EcoDis, Hispanic, LEP, and SpEd populations are not achieving at the same levels as the rest of our student population. **Root Cause:** These students have gaps in the areas of academic vocabulary, reading comprehension, and problem-solving that need to be closed.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations

## Student Data: Assessments

- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Student failure and/or retention rates
- Local benchmark or common assessments data

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

## Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Class size averages by grade and subject
- School safety data

## Employee Data

- Professional learning communities (PLC) data

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data

#### **Parent/Community Data**

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

#### **Support Systems and Other Data**





- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data



# Goals





**Goal 1:** Instill community and ethical values in our students.

**Performance Objective 1:** : All students will develop a trusting relationship with at least one adult at school

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> All staff will greet students at the door of their classroom before each class period begins  <b>Strategy's Expected Result/Impact:</b> All adults will be at their classroom door or in the hallway during each transition period between classes to aid in helping students feel welcome and safe  <b>Staff Responsible for Monitoring:</b> Teachers, Staff, and Administrators</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Each student will identify one adult that he or she has a positive, trusting relationship on campus  <b>Strategy's Expected Result/Impact:</b> Students will identify one adult that they have a positive relationship on campus. They will write the adult's name and a brief sentence explaining why they have a relationship with that adult.  <b>Staff Responsible for Monitoring:</b> All Staff and Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> All staff will establish expectations for respectful and responsible behaviors with each of their classes.  <b>Strategy's Expected Result/Impact:</b> Classroom expectations will be posted and modeled by everyone in each classroom.  <b>Staff Responsible for Monitoring:</b> All Classroom Teachers</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 1:** Instill community and ethical values in our students.

**Performance Objective 2:** Provide SEL lessons through guidance counselors and the Wylie Way days to ensure a positive and bully-free learning environment.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Cooper Junior High will participate in Unity Day activities and wear orange to promote anti-bullying</p> <p><b>Strategy's Expected Result/Impact:</b> All students and staff will wear the color orange on Unity Day to demonstrate their commitment to ending bullying. There will be a decrease in the number of reports filed that are investigated to be bullying behaviors</p> <p><b>Staff Responsible for Monitoring:</b> All Staff and Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Students will participate in Mindful Monday lessons to promote SEL.</p> <p><b>Strategy's Expected Result/Impact:</b> The results from the achievement profile and panorama survey will show an increase in Social and Emotional Learning levels</p> <p><b>Staff Responsible for Monitoring:</b> Counseling Team, Teachers, and Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 1:** Instill community and ethical values in our students.

**Performance Objective 3:** Teachers will recognize students for demonstrating behaviors that exemplify the Wylie Way on a regular basis.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Students will participate in classroom activities that encourage them to model behaviors that support the Wylie Way focus on each nine weeks</p> <p><b>Strategy's Expected Result/Impact:</b> Our school climate will be positive and supportive of all students and staff, and negative behaviors will decrease.</p> <p><b>Staff Responsible for Monitoring:</b> Staff, Students, and Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Teachers and staff will model the tenants of the Wylie Way daily, and they will leverage opportunities to promote those tenants in their classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Students modeling the Wylie Way characteristics will be selected for the weekly character awards.</p> <p>Positive behaviors will increase, and negative behaviors will decrease.</p> <p>Students will be inclusive in the classroom, in extracurricular activities, and in the cafeteria</p> <p><b>Staff Responsible for Monitoring:</b> Students, staff, and administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 1:** Instill community and ethical values in our students.

**Performance Objective 4:** From the results of the campus character survey, we will enhance the value of school pride.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Cooper Junior High students will observe VIP (Very Important Patriot) Day each Friday by wearing any CJHS spirit shirt <b>Strategy's Expected Result/Impact:</b> All students and staff will wear their school shirts to demonstrate pride in their school. <b>Staff Responsible for Monitoring:</b> All staff	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Cooper JHS will raise campus pride by the creation of the student section, the "Patriot Posse", and the selling of spirit shirts <b>Strategy's Expected Result/Impact:</b> Students will purchase the Patriot Posse t-shirt and attend extracurricular events as part of the student section. <b>Staff Responsible for Monitoring:</b> Students and administration	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Cooper administration and extracurricular sponsors will promote all activities and events through morning announcements and social media posts. <b>Strategy's Expected Result/Impact:</b> Students, staff, and community member attendance at extracurricular activities will increase throughout the year. <b>Staff Responsible for Monitoring:</b> Administration, Extracurricular Sponsors, and Coaches	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 1:** Instill community and ethical values in our students.

**Performance Objective 5:** Provide students with the appropriate strategies to address conflicts with others to ensure violence-free classrooms.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Students will participate in weekly Mindful Monday lessons with an SEL focus.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers and staff will be able to identify students who are struggling socially and emotionally.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers, Counselors, and Administration</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Teachers will identify students who would benefit from focused check-ins with the counselor or an administrator to address social/emotional challenges</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be provided with the appropriate strategies and resources to assist them with addressing the problems they are facing</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Counselors, and Administration</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			





**Goal 1:** Instill community and ethical values in our students.

**Performance Objective 6:** Encourage parental involvement

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Share weekly campus newsletter with parents and stakeholders. The newsletter will include student and staff recognition, campus events, and extracurricular activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will rate campus communication at 95% or higher on CJHS climate survey</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Coaches, and Club Sponsors</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Increase campus presence on social media, highlighting staff and student achievements</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will rate the campus climate (school spirit and student recognition) at 95% or higher on the climate survey.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Coaches, and Club Sponsors</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Counselors will provide parents with mindfulness activities and conversation starters (social/emotional focus) each week.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will have resources to better support students at home.</p> <p><b>Staff Responsible for Monitoring:</b> Administration and counselors</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 2:** Ensure academic achievement for all students through close family partnerships, curriculum, and programs.

**Performance Objective 1:** Ensure that teachers are following the WISD curriculum or Springboard curriculum in all core classrooms.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> All core PLCs will use protocols to purposefully plan each unit of study from either WISD or Springboard curriculum.  <b>Strategy's Expected Result/Impact:</b> Lesson plans and classroom instruction will reflect the required WISD curriculum.  <b>Staff Responsible for Monitoring:</b> Teachers and administration</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Administrators will ensure that each teacher will have at least five walkthroughs per semester and provide effective feedback to all teachers.  <b>Strategy's Expected Result/Impact:</b> Walkthrough data and feedback will reflect that teachers are following the required curriculum and addressing the campus instructional priorities.  <b>Staff Responsible for Monitoring:</b> Administration</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> All campus teachers will receive ongoing professional learning opportunities to implement Fundamental 5 in all classrooms  <b>Strategy's Expected Result/Impact:</b> CJHS teachers will demonstrate successful implementation of Fundamental 5 as evidenced in collective walkthrough data.                      Lesson Frames 100%                      Power Zone 90%                      FSGPT 50%                      Critical Writing 50%                      Recognize &amp; Reinforce 100%  <b>Staff Responsible for Monitoring:</b> Staff and Administration</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>			

**Goal 2:** Ensure academic achievement for all students through close family partnerships, curriculum, and programs.





**Performance Objective 2:** Use PLC data disaggregation protocol to target individual students for specific interventions and provide additional learning opportunities.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> : Each core PLC will use protocols to determine which SEs are of the greatest need to improve student data.  <b>Strategy's Expected Result/Impact:</b> Instructional practices will be modified to better meet students' needs through student specific interventions (tutorials and Patriot Plus).  <b>Staff Responsible for Monitoring:</b> : Core Content Teachers and Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> After each unit or district assessment, the PLC teams will disaggregate student performance data in order to plan for any remediation and enrichment that might be needed.  <b>Strategy's Expected Result/Impact:</b> Students will successfully meet or master the student expectations on all unit or district retests.  <b>Staff Responsible for Monitoring:</b> Core teachers and administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Based on unit assessments, teacher-developed assessments, and MAP testing data, students in math, reading, science, and social studies will be provided interventions during Patriot Plus and tutorials.  <b>Strategy's Expected Result/Impact:</b> Students' performances on assessments will increase.  <b>Staff Responsible for Monitoring:</b> Core teachers and administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			







**Goal 2:** Ensure academic achievement for all students through close family partnerships, curriculum, and programs.

**Performance Objective 3:** Provide remediation and support to identify at-risk students through intervention sections and/or Patriot Plus to increase their performance.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Students who achieved low scores on previous math and reading STAAR tests will be assigned to Intervention sections <b>Strategy's Expected Result/Impact:</b> All students will achieve approaches or higher in reading and math unit or district tests <b>Staff Responsible for Monitoring:</b> Intervention Teacher and administration.	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Based on unit assessment and formative assessment data, students will receive remediation or enrichment during Patriot Plus. <b>Strategy's Expected Result/Impact:</b> All students will meet the standard for Approaches or higher on each of their MAP tests. <b>Staff Responsible for Monitoring:</b> Teachers and Administration	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			





**Goal 2:** Ensure academic achievement for all students through close family partnerships, curriculum, and programs.

**Performance Objective 4:** Special Education and ESL teachers will participate in PLCs with core content teams to ensure that instruction is designed to meet the needs of all students.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> The master schedule will allow for SpEd and ESL teachers to participate in PLCs daily.  <b>Strategy's Expected Result/Impact:</b> Instruction for students will be based on grade level TEKS with their identified accommodations or modifications as evidenced through walkthrough data.  <b>Staff Responsible for Monitoring:</b> Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> SpEd and ESL teachers will provide effective instruction and progress monitoring to ensure that students' needs are being met.  <b>Strategy's Expected Result/Impact:</b> 50% or more of our ELL and SpEd students will achieve approaches on unit and district tests in all areas  <b>Staff Responsible for Monitoring:</b> SpEd and ESL teachers, GenEd teachers, and Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 2:** Ensure academic achievement for all students through close family partnerships, curriculum, and programs.

**Performance Objective 5:** All students identified as Gifted and Talented will have challenging learning opportunities through differentiated instruction using a wide variety of instructional strategies, activities, research, and enrichment.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Campus GT facilitators will oversee the identification and course placement for all students identified as GT. <b>Strategy's Expected Result/Impact:</b> All GT students will be scheduled into a GT ELAR course. <b>Staff Responsible for Monitoring:</b> Administration, Campus GT facilitator, and Counselors	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> GT campus facilitators and campus teachers will design rigorous instruction and engaging classroom activities <b>Strategy's Expected Result/Impact:</b> Rigorous instruction will be provided in GT and Pre-AP courses as evidenced by assessment and walkthrough data. <b>Staff Responsible for Monitoring:</b> Administration and Teachers	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			





**Goal 2:** Ensure academic achievement for all students through close family partnerships, curriculum, and programs.

**Performance Objective 6:** Campus will increase all advanced percentages in all tested areas by 5%.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Instruction will be planned based on the TEKS, WISD curriculum documents, and student data. Learning specialists will participate in PLCs and provide guidance and support to our teams.</p> <p><b>Strategy's Expected Result/Impact:</b> There will be at least a 5% gain in the number of students achieving masters on unit assessments and checkpoints for STAAR tested areas.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers and administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Classroom teachers will use SIOP strategies to differentiate instruction for ELL students</p> <p><b>Strategy's Expected Result/Impact:</b> Formative and summative assessment data will show evidence that SIOP strategies are supporting the success of ELL students.</p> <p><b>Staff Responsible for Monitoring:</b> GenEd Teachers, ESL Teachers, and Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Classroom teachers will follow the IEPs of SpEd students and utilize SpEd teachers and paras to support classroom instruction</p> <p><b>Strategy's Expected Result/Impact:</b> There will be a 10% increase in the number of SpEd students who meet the standard on district assessments and checkpoints.</p> <p><b>Staff Responsible for Monitoring:</b> GenEd teachers, SpEd staff, Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 2:** Ensure academic achievement for all students through close family partnerships, curriculum, and programs.

**Performance Objective 7:** Students will be encouraged and challenged to meet their full educational potential.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> All students will complete a career inventory assessment before they select their high school endorsement.  <b>Strategy's Expected Result/Impact:</b> Results will be reviewed and referenced to support students to select a high school graduation plan  <b>Staff Responsible for Monitoring:</b> Admin and Counselors</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> All 8th grade students will complete a 4 year high school plan with the support of their parent, counselor, and administration.  <b>Strategy's Expected Result/Impact:</b> 100% of all 8th graders entering 9th grade will have a 4 year plan and selected areas of endorsement for high school  <b>Staff Responsible for Monitoring:</b> Admin and counselors</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> A parent meeting will be held before students select courses for the following year to provide information that will ensure that students are aware of choices available.  <b>Strategy's Expected Result/Impact:</b> All students will select courses that prepare them to take the graduation tract that they would like to pursue in high school.  <b>Staff Responsible for Monitoring:</b> Counselors and Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 3:** Prepare students for a successful life beyond high school

**Performance Objective 1:** Students will be encouraged and challenged to meet their full educational potential.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> All students will complete a career inventory assessment before they select their high school endorsement</p> <p><b>Strategy's Expected Result/Impact:</b> Results will be reviewed and referenced to support students to select a high school graduation plan. This plan and support will help prevent dropouts</p> <p><b>Staff Responsible for Monitoring:</b> Admin and counselors</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Parent meetings will be held before students select courses for the following year to provide information that will ensure that students are aware of all choices available.</p> <p><b>Strategy's Expected Result/Impact:</b> All students will select courses that prepare them to take the graduation tract that they would like to pursue in high school.</p> <p><b>Staff Responsible for Monitoring:</b> Admin and counselors</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Students will participate in campus orientation activities to support their transitions to junior high and high school.</p> <p><b>Strategy's Expected Result/Impact:</b> Results from campus climate surveys and student feedback will reflect students' positive experiences and that their needs were met on the campus.</p> <p><b>Staff Responsible for Monitoring:</b> Admin and counselors</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 3:** Prepare students for a successful life beyond high school

**Performance Objective 2:** Promote career exploration and educate students about high school and post- high school opportunities.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> All 8th grade students will complete a 4 year high school plan with the support of their parents, counselor, and administration.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of all 8th grade students entering 9th grade will have a four year plan and selected endorsement for high school</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 3:** Prepare students for a successful life beyond high school





**Performance Objective 3:** The campus will ensure that students participate in activities that promote and support good health.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> All students will be enrolled in a PE or athletics class.</p> <p><b>Strategy's Expected Result/Impact:</b> All students will be exposed to activities that promote and support good health in these classes.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> All students will engage in daily activities in their PE or athletics class that provides opportunities for physical activity and/or exercise.</p> <p><b>Strategy's Expected Result/Impact:</b> Observations and lesson plans will reflect that students receive instruction and participate in activities involving physical activity</p> <p><b>Staff Responsible for Monitoring:</b> Coaches and PE teachers</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			







**Goal 4:** Attract, retain, and value a quality staff.

**Performance Objective 1:** Coordination with HR in recruitment

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Collaborate with the HR department (Director of Recruitment and Retention) to participate in district job fairs and recruitment trips.</p> <p><b>Strategy's Expected Result/Impact:</b> CJHS staff will have the opportunity to recruit some of the best new teachers and veteran teacher to fill positions on our campus</p> <p><b>Staff Responsible for Monitoring:</b> Admin and team leads</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> CJHS will work with the HR department to provide student teaching opportunities on our campus.</p> <p><b>Strategy's Expected Result/Impact:</b> CJHS will have the opportunity to develop onew teachers and ob serve their growth and potential on a daily basis. CJHS will be able to select some o fthe best student teachers to fill positions on our campus.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Team Leads, and Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 4:** Attract, retain, and value a quality staff.

**Performance Objective 2:** Recruit, hire, and retain highly effective teachers

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Select a Crystal Apple Award winner for a teacher and para each nine weeks.</p> <p><b>Strategy's Expected Result/Impact:</b> Winners will be recognized each nine weeks at the faculty meetings for their contributions to campus. They will be recognized on the website and Facebook page.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> All teachers will be celebrated each month through various morale boosters.</p> <p><b>Strategy's Expected Result/Impact:</b> All staff will receive a gift, lunch, or snack on elected days to say "thank you" for a job well done.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 4:** Attract, retain, and value a quality staff.

**Performance Objective 3:** Provide ongoing and embedded professional development to teachers.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> PLCs will be utilized for planning and developing engaging lessons and activities to sustain student success.  <b>Strategy's Expected Result/Impact:</b> Teachers will effectively provide rigorous instruction and students will master the content as evidenced through walkthrough and assessment data  <b>Staff Responsible for Monitoring:</b> Admin and team leads</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> All staff will participate in activities that support their use of the Fundamental 5.  <b>Strategy's Expected Result/Impact:</b> All campus staff will demonstrate implementation of Fundamental 5 as evidenced by data collected through walkthroughs.  <b>Staff Responsible for Monitoring:</b> Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Teachers will be provided opportunities to participate in campus and district professional development to support effective instruction and classroom management.  <b>Strategy's Expected Result/Impact:</b> Teachers will effectively provide rigorous instruction and students will master the content as evidenced through walkthrough and unit assessment data  <b>Staff Responsible for Monitoring:</b> Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> All teachers that teach Pre-AP will complete 30 hours of GT training or Springboard training.  <b>Strategy's Expected Result/Impact:</b> All teachers will use the teaching practices that challenge and engage all students.  <b>Staff Responsible for Monitoring:</b> Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 4:** Attract, retain, and value a quality staff.

**Performance Objective 4:** The campus Leadership Team will meet each month to evaluate and assess current belief systems, create communication tools to obtain staff feedback, and develop a plan to retool the campus to adhere to the beliefs

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Leadership agenda will include items that address the professional learning needs of the staff.  <b>Strategy's Expected Result/Impact:</b> Climate survey will reflect that the majority of staff feel like their professional needs are being met.  <b>Staff Responsible for Monitoring:</b> Principal</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Leadership meeting notes will be communicated with the staff.  <b>Strategy's Expected Result/Impact:</b> Team leaders will share leadership meeting notes with their teams.  <b>Staff Responsible for Monitoring:</b> Admin and team leads</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			





**Goal 5:** Manage growth in a way that ensures functional equity.

**Performance Objective 1:** Teachers will use instructional technology to enhance instruction and support student learning in all classrooms

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Provide teachers with training on how to utilize the instructional technology at their disposal. <b>Strategy's Expected Result/Impact:</b> We will be able to observe teachers using technology to support their instruction. <b>Staff Responsible for Monitoring:</b> Admin and Media Specialist	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Ensure that instructional support is provided to all teachers to facilitate the use of student Chromebooks in the classroom <b>Strategy's Expected Result/Impact:</b> We will be able to observe effective instruction that includes student technology use to support student learning <b>Staff Responsible for Monitoring:</b> Media specialist and admin	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			





**Goal 5:** Manage growth in a way that ensures functional equity.

**Performance Objective 2:** Students will have equitable access to technology and resources across classrooms.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> : Each student will be assigned a Chromebook to use throughout the school year.  <b>Strategy's Expected Result/Impact:</b> Students will access their Chromebooks in their core content and elective classes.  <b>Staff Responsible for Monitoring:</b> Administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Ensure that all students have a clear understanding of how to use Chromebooks in their classes and that they understand the district's Acceptable Use Policy  <b>Strategy's Expected Result/Impact:</b> Students will use Chromebooks responsibly to support their learning in class.  <b>Staff Responsible for Monitoring:</b> Admin and teachers</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 5:** Manage growth in a way that ensures functional equity.





**Performance Objective 3:** Class sizes will be monitored to support effective instruction and student achievement

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Ensure that all core content sections have 25 or fewer students. <b>Strategy's Expected Result/Impact:</b> Students will recognize gains in achievement and growth. <b>Staff Responsible for Monitoring:</b> Admin and counselors	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Ensure that all core content intervention sections have 18 or fewer students. <b>Strategy's Expected Result/Impact:</b> Students will recognize gains in achievement and growth. <b>Staff Responsible for Monitoring:</b> Admin and counselors	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 6:** Support student participation in extracurricular activities to promote character and academic achievement.

**Performance Objective 1:** Campus leadership will share the importance of student's participation in extra-curricular activities/events.

**Evaluation Data Sources:** Enrollment in extra-curricular activities/events will increase in the number of student organizations, with feedback from coaches and sponsors.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1 :</b> Campus leadership will share the importance of student participation in extra-curricular activities/events in-class meetings, parent meetings, newsletters, and social media platforms.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student participation highlighting student experiences and interactions on campus.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, coaches and sponsors</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Specific students will be identified and encouraged to participate in specific extra-curricular activities and events based on exhibited needs and recommendations.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student participation in extra-curricular activities/events, and positive feedback from students, parents, and staff about experiences and interactions on campus.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, coaches, sponsors, counselors and staff.</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Campus leadership will recognize student participation in extra-curricular activities/events via morning announcements, campus newsletters, and social media platforms.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student attendance and participation in extra-curricular activities/events, increase in the number of student clubs and organizations, positive feedback from students, staff, and parents.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, coaches, sponsors and counselors</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			



**Goal 6:** Support student participation in extracurricular activities to promote character and academic achievement.

**Performance Objective 2:** Campus leadership will work with coaches, club sponsors, and student leaders to ensure that time is provided for participants to attend tutorials before and after school.





**Evaluation Data Sources:** Attendance in tutorials before and after school, teacher's feedback, grade checks at progress reports, and feedback from students

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Students will be provided tutorial schedules and time to attend tutoring for their core classes and electives. <b>Strategy's Expected Result/Impact:</b> Decrease in the number of students failing classes at grade checks <b>Staff Responsible for Monitoring:</b> Admin, coaches, and sponsorts	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Campus leadership will monitor participant's grades, attendance, and discipline referrals at the progress reporting periods. <b>Strategy's Expected Result/Impact:</b> Decrease n the number of students on failure reports, tardies, and discipline referrals. <b>Staff Responsible for Monitoring:</b> Admin and coaches	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 7:** Insure academic growth on state test.





**Performance Objective 1:** Campus will increase meets to masters on STAAR by 5%.

**Evaluation Data Sources:** STAAR results

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Enrichment interventions will be planned based on the district BOY, MOY MAP tests, district assessments and student data.  <b>Strategy's Expected Result/Impact:</b> There will be at least a 5% gain in the number of students achieving masters on unit assessments and checkpoints for STAAR tested areas.  <b>Staff Responsible for Monitoring:</b> Teachers and admin.</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Be more purposeful when unpacking a lesson and planning for enrichment.  <b>Strategy's Expected Result/Impact:</b> By going deeper in critical thinking for the students will allow them more profound answers.  <b>Staff Responsible for Monitoring:</b> Admin and teachers</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 8:** Celebrate our EXCELLENCE.

**Performance Objective 1:** Recognize and reward individual accomplishments of staff members

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Award a Crystal Apple Award winner ( 1 teacher and 1 para-professional) for every 9 weeks.</p> <p><b>Strategy's Expected Result/Impact:</b> The staff member will be recognized at the staff meeting for their individual contributions to the campus. They will also be recognized on social media</p> <p><b>Staff Responsible for Monitoring:</b> Teachers and admin</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> All staff members will be celebrated every nine weeks with a snack cart. This will include snacks from local restaurants in the area.</p> <p><b>Strategy's Expected Result/Impact:</b> All staff members will receive a special lunch or snack, just to say thanks for a job well done.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			





**Goal 8:** Celebrate our EXCELLENCE.

**Performance Objective 2:** Recognize and reward the academic successes of students

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Patriot Awards Ceremony will be held each May to recognize students for academic success and behavior.  <b>Strategy's Expected Result/Impact:</b> Over 80% of our students will be recognized for at least one or more areas.  <b>Staff Responsible for Monitoring:</b> Teachers and admin</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Students will be recognized at the end of each semester for A Honor Roll and A/B Honor Roll  <b>Strategy's Expected Result/Impact:</b> Showing students that they get recognized for good grades will motivate others to do the same.  <b>Staff Responsible for Monitoring:</b> Teacher, administration, and clerical staff</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Ensure that all students that have achieved the district standard of expectations for NJHS will be invited to be inducted into membership and full participation in the organization.  <b>Strategy's Expected Result/Impact:</b> 100% of the students who achieved the district standard for participation by the membership will e inducted into NJHS.  <b>Staff Responsible for Monitoring:</b> NJHS sponsor and administration</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 8:** Celebrate our EXCELLENCE.

**Performance Objective 3:** Recognize and reward students that demonstrate the expectations of the Wylie Way and Cooper Jr. High (RESPECT, RESPONSIBILITY, AND PRIDE)

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> A student that shows what it means to be a Cooper Patriot is recognized on a weekly basis. The students will be recognized on social media, weekly newsletter and marquee.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will demonstrate Respect, Responsibility, and Pride to our staff and their peers</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Student behavior that is reflective of the Wylie Way will be recognized via morning announcements, social media and the campus website.</p> <p><b>Strategy's Expected Result/Impact:</b> The campus character survey will reflect increases in caring, respect and courtesy, school pride.</p> <p><b>Staff Responsible for Monitoring:</b> Admin and teachers</p>	<b>Formative</b>		
	<b>Dec</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			