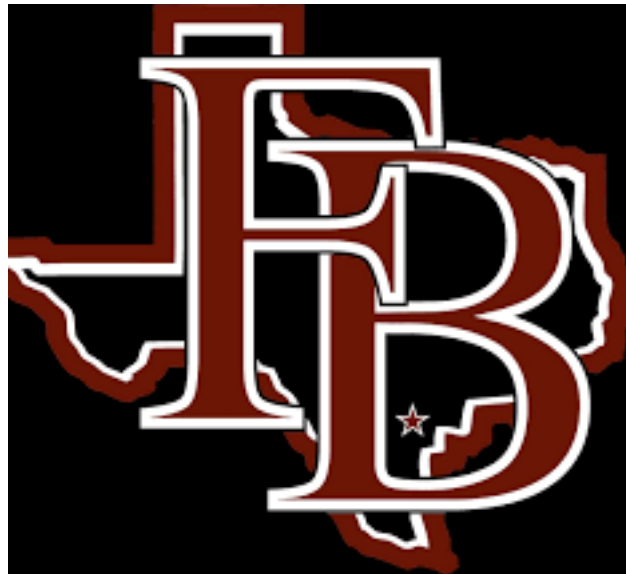


FLOUR BLUFF J H

Flour Bluff Junior High Campus Improvement Plan 2024/2025

It pays to be Responsible, Respectful, and Productive at Flour Bluff Junior High.



Brodie Wallace
207 Hustlin' Hornet
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FLOUR BLUFF J H

Mission

The mission of the Hornet community is to foster and empower students to become confident, productive members of society who pursue excellence with integrity.

Vision

*Our vision is to make Flour Bluff ISD the premier district in Texas.
Flour Bluff – North Padre Island – NAS/CCAD*

Nondiscrimination Notice

FLOUR BLUFF 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.

Goals of Flour Bluff Junior High:

Goal 1: Student Well-being and Academic Success

Goal 2: Faculty and Staff Well-being, Professional Development and Growth

Goal 3: Community Satisfaction and Engagement

Goal 4: Financial Stewardship

FBJH SBDM Committee

Name	Position
Crenshaw, James	District Professional
Wallace, Brodie	Principal
Aguilar, Amanda	Assistant Principal
Krnavek, Jennifer	Dean of Instruction
Buitenhuis, Carol	Non-classroom Paraprofessional
GILLESPEY, ANTHONY	Teacher
Renfro, Lisa	Teacher
Adams, Kristen	Teacher
Lyda, Jacob	Teacher
Henderson, George	Teacher
Minners, Leann	Parent
Cox, Mandy	Parent
Figueroa, Reinaldo	Community Member
Chapa, Kimberly	Community Member
Davis, Jessica	Business Member
Green, Tina	Business Member

Comprehensive Needs Assessment

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Goal 1. (Students) Students: Well-being and Academic Success.

Objective 1. (SEL) 1.1 Annually increase Social, Emotional Learning(SEL) & Well-being

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The campus will provide a strong, comprehensive, developmental guidance program to all students including: Delivery of SEL curriculum to all students through Advisory classes Counselors meet with students in a variety of settings to provide guidance (i.e. individually, small groups, individual class meetings, whole grade-level meetings, advisory classes, and parent meetings) Administrators and counselors will carry a caseload of students at-risk for developing mental health issues Teach and reinforce life skills for youth to better connect with their peers and community during transitions Host a parent meeting regarding SEL strategies on campus Delivery of Digital Citizenship lessons through the library (Target Group: All, AtRisk, 7th ,8th)</p>	<p>Assistant Principal(s), Counselor(s), Curriculum Supervisor, Librarian(s), Principal, Teacher(s)</p>	<p>2024-2025</p>	<p>(S)CTE 6300 - \$6,000, (S)State Comp. Ed. - \$1,690</p>	<p>Criteria: Review of Services, Sessions Scheduled, Student survey results: Anchored4Life and Positivity Project Counseling Logs Discipline Reports Attendance Data Bullying Reports Professional Development Logs Guidance Activities and Lessons</p> <p>09/09/24 - Some Progress 05/24/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/30/23 - No Progress</p>

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Goal 1. (Students) Students: Well-being and Academic Success.

Objective 2. (Four Core Academic Areas) 1.2 Annually increase the Academic Achievement in the four core academic areas: Reading & Language Arts, Mathematics, Science, & Social Studies

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The campus will ensure the TEKS are effectively taught utilizing district curriculum while achieving active student participation, discussion, problem-solving, creativity, and questioning strategies. The campus will provide the resources and training to support students and teachers including:</p> <p>Teacher created curriculum Differentiated instruction for special populations Benchmark data using DMAC Weekly Professional Learning Communities Accelerated Instruction Vertical alignment Cross-Curricular Activities Integration of online learning tools Open access to professionally curated, developmentally appropriate reading materials Tutoring interventions Multi-Tier System of Support Instructional resources (Target Group: All) (Strategic Priorities: 2)</p>	<p>Assistant Principal(s), Curriculum Supervisor, Librarian(s), Principal, Teacher(s)</p>	<p>2024-2025</p>	<p>(F)CTE - \$4,334, (F)Title IIA Principal and Teacher Improvement - \$900, (F)Title IV 6200 - \$150, (L)GT 6200 - \$6,424, (S)CTE 6300 - \$3,567, (S)State Comp. Ed. - \$1,691</p>	<p>Criteria: STAAR Results Curriculum Alignment Curriculum Writing Curriculum Documents (YAGs, Pacing Guides, IFDs) Agendas Professional Learning Communities Sign-In Sheets Eduphoria Reports Curriculum Resources Data Analysis T-TESS Observations Walkthrough Reports in DMAC DMAC Reports</p> <p>09/09/24 - Some Progress 05/24/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/30/23 - No Progress</p>

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Goal 1. (Students) Students: Well-being and Academic Success.

Objective 3. (CCMR) Annually increase CCMR results

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The campus will provide the resources, training, and support necessary for students to succeed by: Career and College Exploration class for all 7th Graders Awareness of pathways for advanced and high school credit classes High school counselors visiting with students Weekly college topics through Career and College Exploration classes Awareness of CTE pathways and certification Interaction with the military liaison Anchored4Life Program LOTC Positivity Project SoS Counselor presentations (Target Group: All) (Strategic Priorities: 3)</p>	<p>Assistant Principal(s), Counselor(s), Curriculum Supervisor, Principal, Teacher(s)</p>	<p>2024-2025</p>	<p>(F)CTE - \$4,333, (F)Title IIA Principal and Teacher Improvement - \$900, (F)Title IV 6200 - \$150, (L)GT 6200 - \$6,424, (S)CTE 6300 - \$3,567, (S)State Comp. Ed. - \$1,691</p>	<p>Criteria: Test Scores Lesson Plans Training Agenda Sign-In Sheets Educational Plans Transcripts Course Guides Parent Nights Counselor Communication Logs Guest speakers/presenters Career Fair Weekly College Spirit Days Info of the Week for CCE classes Monthly Anchored4Life Report Discussion Talks Open House Military Campus Visit</p> <p>09/09/24 - Some Progress 05/14/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/30/23 - No Progress</p>

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Goal 1. (Students) Students: Well-being and Academic Success.

Objective 4. (Student Engagement) Annually increase Student Engagement

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The campus will provide the resources, training, and support for student engagement by: Continuing to use Google Classroom to keep students informed of educational opportunities in the classrooms Communicating opportunities for extracurricular activities through announcements, social media, flyers and posters in the hallways Inviting parents to Open Houses Providing monthly newsletters to parents Increasing school spirit through spirit weeks, bulletin boards, and social media Recruiting for Clubs, Organizations and Athletics Using innovative technologies (Target Group: All) (Strategic Priorities: 2,3)</p>	<p>Assistant Principal(s), Curriculum Supervisor, Librarian(s), Principal, Teacher(s)</p>	<p>2024-2025</p>	<p>(F)Title IIA Principal and Teacher Improvement - \$900, (F)Title IV 6200 - \$150, (L)GT 6200 - \$6,424, (S)CTE 6300 - \$3,567, (S)State Comp. Ed. - \$1,691</p>	<p>Criteria: Agendas Google Classroom Campus Website Social Media Site Handbooks Sign-In Sheets Number of students participating in UIL events Number of students participating in extracurricular clubs and organizations Number of students scheduled in athletics Schedule of Events Teacher Sponsors Newsletters Inventory of technology resources</p> <p>09/09/24 - Some Progress 05/24/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/30/23 - No Progress</p>

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Goal 2. (Faculty and Staff) Faculty and Staff: Well-being, Professional Development and Growth.

Objective 1. (Engagement) Annually increase faculty and staff engagement

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The campus will provide opportunities for faculty and staff to participate in Campus and District Planning and Decision-Making processes, analyze data, discuss needs, and take action to improve campus culture. (Target Group: All) (Strategic Priorities: 1,2,3)</p>	<p>Advisory/Community/Partnership Committees, Assistant Principal(s), Counselor(s), Curriculum Supervisor, Principal, Teacher(s)</p>	<p>2024-2025</p>	<p>(F)CTE - \$4,333, (F)Title IIA Principal and Teacher Improvement - \$900, (L)GT 6200 - \$6,424, (S)CTE 6300 - \$3,566, (S)State Comp. Ed. - \$1,691</p>	<p>Criteria: Agendas Minutes Sign In Sheets Campus Surveys Morale Committees Student Council Fundraisers NJHS Appreciation</p> <p>09/09/24 - Some Progress 05/15/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/30/23 - No Progress</p>

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Goal 2. (Faculty and Staff) Faculty and Staff: Well-being, Professional Development and Growth.

Objective 2. (Satisfaction) Annually increase faculty and staff satisfaction

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The campus will acknowledge faculty and staff to create a culture of excellence on campus. (Target Group: All) (Strategic Priorities: 1,2,3)</p>	<p>Assistant Principal(s), Curriculum Supervisor, Principal, Public Information Coordinator, Teacher(s)</p>	<p>2024-2025</p>	<p>(F)Title IIA Principal and Teacher Improvement - \$900, (L)GT 6200 - \$6,424, (S)CTE 6300 - \$3,566, (S)State Comp. Ed. - \$1,691</p>	<p>Criteria: Employee Awards Lists of Accomplishments Campus and Board Recognition Campus/District Website Social Media Pages Staff survey</p> <p>09/09/24 - Some Progress 05/24/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/30/23 - No Progress</p>

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Goal 2. (Faculty and Staff) Faculty and Staff: Well-being, Professional Development and Growth.

Objective 3. (Professional Development) Develop and execute Professional Development plans for all employees

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus will align professional development trainings with the district. (Target Group: All) (Strategic Priorities: 1,2,3)	Assistant Principal(s), Counselor(s), Curriculum Supervisor, Principal	2024-2025	(F)Title IIA Principal and Teacher Improvement - \$900, (F)Title IV 6200 - \$150, (F)Title IV 6400 - \$400, (L)GT 6200 - \$6,424, (S)CTE 6300 - \$3,566, (S)State Comp. Ed. - \$1,690	Criteria: Agendas Minutes Sign In Sheets Professional Development Calendar 09/09/24 - Some Progress 05/14/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/30/23 - No Progress

FLOUR BLUFF J H

Goal 2. (Faculty and Staff) Faculty and Staff: Well-being, Professional Development and Growth.

Objective 4. (Procurement & Business Processes) Develop and implement an Annual Plan for Campus and Departmental Personnel on Procurement and Other Business Processes

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus will align with the district regarding procurement and other business processes. (Target Group: All) (Strategic Priorities: 1)	Advisory/Community/Partnership Committees, Assistant Principal(s), Curriculum Supervisor, Principal, Teacher(s)	2024-2025	(L)GT 6200 - \$6,424, (S)CTE 6300 - \$3,566	Criteria: Agendas Minutes Sign In Sheets Training Calendar SBDM Meetings 09/09/24 - Some Progress 05/24/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/30/23 - No Progress

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Goal 3. (Community) Community Satisfaction and Engagement

Objective 1. (Non-Parent Satisfaction) Annually increase non-parent community satisfaction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The campus will share the following with the community:</p> <p>Awards Milestones Student/Staff Recognition Upcoming Events</p> <p>The campus will offer opportunities for feedback. (Target Group: All) (Strategic Priorities: 1,2,3)</p>	<p>Assistant Principal(s), Chief Communications Officer, Curriculum Supervisor, Principal, Teacher(s)</p>	<p>2024-2025</p>	<p>(L)GT 6200 - \$6,424, (S)State Comp. Ed. - \$1,690</p>	<p>Criteria: Social media Community Events Campus Website Flyers Survey</p> <p>09/09/24 - Some Progress 05/24/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/31/23 - No Progress</p>

FLOUR BLUFF J H

Goal 3. (Community) Community Satisfaction and Engagement

Objective 2. (Non-Parent Engagement) Annually increase non-parent community engagement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The campus will partner with community representatives to complete service projects.</p> <p>Community members will be invited to serve on campus committees. (Target Group: All) (Strategic Priorities: 1,2,3)</p>	<p>Advisory/Community/Partnership Committees, Assistant Principal(s), Counselor(s), Curriculum Supervisor, Principal, Teacher(s)</p>	<p>2024-2025</p>	<p>(L)GT 6200 - \$6,424, (S)State Comp. Ed. - \$1,690</p>	<p>Criteria: Social media Community Events Campus Website Flyers Survey Campus Committees Sign-in Sheets</p> <p>09/09/24 - Some Progress 05/14/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/31/23 - No Progress</p>

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Goal 3. (Community) Community Satisfaction and Engagement

Objective 3. (Parent Satisfaction) Annually increase parent satisfaction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The campus will share the following with parents and guardians:</p> <p>Awards Milestones Student and Staff Recognition Upcoming Events The campus will offer opportunities for feedback. (Target Group: All) (Strategic Priorities: 1,2,3)</p>	<p>Advisory/Community/Partnership Committees, Assistant Principal(s), Counselor(s), Curriculum Supervisor, Principal, Teacher(s)</p>	<p>2024-2025</p>	<p>(L)GT 6200 - \$6,424, (S)State Comp. Ed. - \$1,690</p>	<p>Criteria: Social media Community Events Campus Website Flyers Survey Phone Messages Email Messages</p> <p>09/09/24 - Some Progress 05/17/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/31/23 - No Progress</p>

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Goal 3. (Community) Community Satisfaction and Engagement

Objective 4. (Parent Engagement) Annually increase parent engagement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Increase parent participation and involvement at school events by:</p> <p>Utilizing the campus web page to keep parents informed of educational opportunities in the classrooms</p> <p>Communicating with parents using Family Access tools</p> <p>Inviting parents to Open Houses</p> <p>Providing monthly information to parents using the National Junior Honor Society Newsletter</p> <p>Encouraging and inviting parents to attend Parent Conferences</p> <p>Inviting parents to serve on campus committees</p> <p>Encouraging parents to volunteer in the library, classrooms, cafeteria and courtyard</p> <p>Recognizing parental support at all campus presentations and programs (Target Group: All) (Strategic Priorities: 1,2,3)</p>	<p>Advisory/Community/Partnership Committees, Assistant Principal(s), Chief Communications Officer, Counselor(s), Curriculum Supervisor, Principal, Teacher(s)</p>	<p>2024-2025</p>	<p>(L)GT 6200 - \$6,424, (S)State Comp. Ed. - \$1,695</p>	<p>Criteria: Social media Community Events Campus Website Flyers Google Classrooms Calendar Applications Campus Committees Sign-in Sheets Parent Conferences</p> <p>09/09/24 - Some Progress 05/24/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/31/23 - No Progress</p>

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Goal 4. (Financial) Financial Stewardship

Objective 1. (Budget) Increase communication and clarity regarding the coherent Budget Development, Adoption, and Management Processes.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The campus will continue to increase communication and clarity regarding the coherent Budget Development, Adoption, and Management Processes.</p> <p>The campus will continue to collaborate with the district to evaluate programs and departments for efficiency and effectiveness. (Target Group: All) (Strategic Priorities: 1,3)</p>	<p>Advisory/Community/Partnership Committees, Assistant Principal(s), Curriculum Supervisor, Principal</p>	<p>2024-2025</p>	<p>(L)GT 6200 - \$6,424</p>	<p>Criteria: SBDM Meetings Agendas Sign-in Sheets Board Reports Usage Reports Budget Reports Personnel Reports Maintenance and Transportation Reports Child Nutrition Reports Purchase Reports</p> <p>09/09/24 - Some Progress 05/15/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/31/23 - No Progress</p>

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Goal 4. (Financial) Financial Stewardship

Objective 2. (Debt) Increase communication and clarity regarding the coherent Debt Management Processes.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The campus will continue to increase communication and clarity regarding the coherent Debt Management Processes. The campus will continue to collaborate with the district to evaluate programs and departments for efficiency and effectiveness. (Target Group: All) (Strategic Priorities: 1,3)</p>	<p>Advisory/Community/Partnership Committees, Assistant Principal(s), Curriculum Supervisor, Principal</p>	<p>2024-2025</p>	<p>(L)GT 6200 - \$6,424</p>	<p>Criteria: SBDM Meetings Agendas Sign-in Sheets Board Reports Usage Reports Budget Reports Personnel Reports Maintenance and Transportation Reports Child Nutrition Reports Purchase Reports</p> <p>09/09/24 - Some Progress 05/24/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/31/23 - No Progress</p>

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Goal 4. (Financial) Financial Stewardship

Objective 3. (Operations) Increase communication and clarity regarding operational effectiveness and efficiency.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The campus will continue to collaborate with the district to increase communication and clarity regarding operational effectiveness and efficiency of the safety operations. (Target Group: All) (Strategic Priorities: 1,3)</p>	<p>Advisory/Community/Partnership Committees, Assistant Principal(s), Curriculum Supervisor, Principal</p>	<p>2024-2025</p>	<p>(L)GT 6200 - \$6,424</p>	<p>Criteria: SBDM Meetings Agendas Sign-in Sheets Board Reports Usage Reports Budget Reports Personnel Reports Maintenance and Transportation Reports Child Nutrition Reports Purchase Reports</p> <p>09/09/24 - Some Progress 05/24/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/31/23 - No Progress</p>

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Goal 4. (Financial) Financial Stewardship

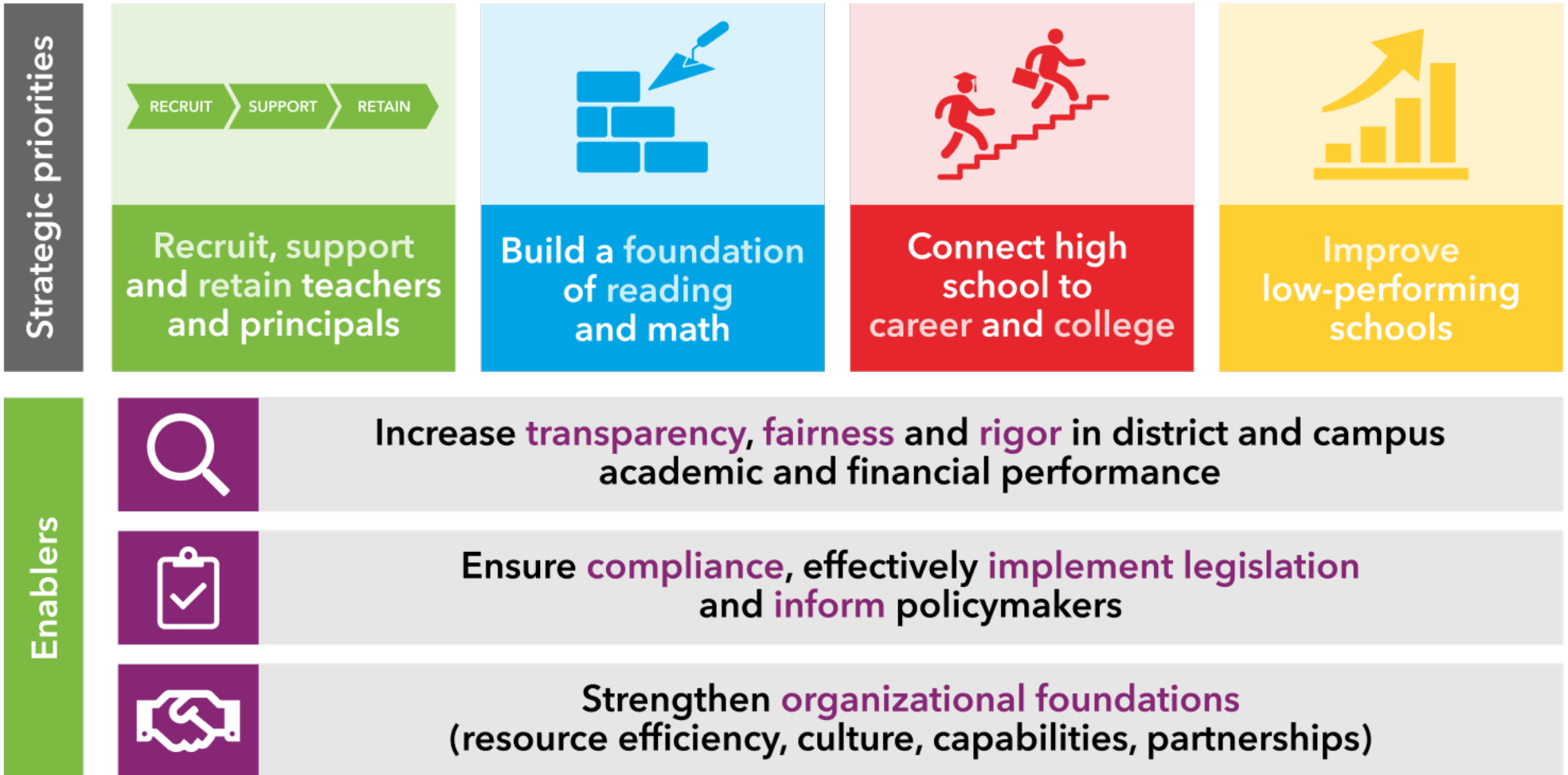
Objective 4. (Stewardship) Increase communication and clarity of critical success factors of financial stewardship.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The campus will continue to collaborate with the district to increase communication and clarity of critical success factors of financial stewardship, especially for the efficiency, effectiveness and management of the campus budget. (Target Group: All) (Strategic Priorities: 1,3)</p>	<p>Advisory/Community/Partnership Committees, Assistant Principal(s), Curriculum Supervisor, Principal</p>	<p>2024-2025</p>	<p>(L)GT 6200 - \$6,415</p>	<p>Criteria: SBDM Meetings Agendas Sign-in Sheets Board Reports Usage Reports Budget Reports Personnel Reports Maintenance and Transportation Reports Child Nutrition Reports Purchase Reports</p> <p>09/09/24 - Some Progress 05/24/24 - Completed 12/04/23 - On Track 09/11/23 - Some Progress 08/31/23 - No Progress</p>

Resources

Resource	Source	Budget Code	Amount
CTE	Federal	244-00-0000-00-000-0-00-0-00	\$13,000
Title IIA Principal and Teacher Improvement	Federal	255-00-0000-00-000-0-00-0-00	\$5,400
Title IV 6200	Federal	289-13-6239-00-000-0-00-0-00	\$600
Title IV 6300	Federal	289-11-6399-00-000-0-00-0-00	\$6,000
Title IV 6400	Federal	289-13-6411-00-000-0-00-0-00	\$400
GT 6200	Local	199-00-0000-00-000-0-00-0-00	\$102,775
CTE 6300	State	163-00-0000-00-000-0-00-0-00	\$24,963
State Comp. Ed.	State	161-00-0000-00-000-0-00-0-00	\$18,600

Every child, prepared for success in college, a career or the military.



**adapted from TEA Strategic Plan - <https://tea.texas.gov>*

FBJH Top 5 Priorities 2024-2025

- 1: Continue to increase attendance rates through consistent communication with parents, utilization of attendance contracts and the truancy officer, as well as Positive Behavior Initiative Support strategies.
- 2: Maintain a safe and secure campus to create an effective learning environment for all students and staff members.
- 3: Focus on staff and students social and emotional well-being through a positive school culture and climate. The campus will provide resources, strategies, and support to enable students and staff to create a balance between their educational and personal lives.
- 4: Explore and implement innovative teaching methods to ensure academic gaps are effectively addressed. Continue to analyze academic data and provide data-driven instructional strategies during team meetings and PLCs, focusing on differentiating and implementing interventions to increase performance in all academic areas for all student subgroups.
- 5: Implement college, career and military readiness strategies to develop students' organizational abilities and creative thinking, and guide students to take ownership of their learning. Use appropriate technology as an instructional resource to ensure student success.



Flour Bluff Junior High Strategic Action Plan 2024-2025

In Flour Bluff ISD We Believe...

- All students are the key to our future, and they understand that strength is borne from our diversity, and each has potential for excellence through action and accountability.
- Parents and families will receive consistent communication, support, and collaboration so that they are true partners in the education of all students in our care.
- Faculty and staff are pillars in our community who demonstrate integrity, subject-matter expertise, and empathetic knowledge of our students in a way that inspires intellectual curiosity and commitment to excellence.
- Principals and campus leaders are servant leaders who lead with compassion, knowledge and support in order to lay the foundation for excellence for all students in our care.
- The Superintendent and Central Office Staff are servant leaders who lead with integrity and vision to support students, families, faculty, and staff while ensuring fiscal responsibility.
- The Board is a visionary team of trustworthy servant leaders who set the direction for our community's school system in a way that supports all students, families, faculty, and staff in pursuit of excellence while ensuring fiscal responsibility.

Mission:

The mission of the Hornet community is to foster and empower students to become confident, productive members of society who pursue excellence with integrity.

Vision:

Our vision is to make Flour Bluff ISD the premier district in Texas.

Flour Bluff - Padre Island - NAS/CCAD

GOAL 1: STUDENTS: WELL-BEING AND ACADEMIC SUCCESS

Performance Objectives:	Key Strategic Actions: (Inputs)	Progress Measures: (Outputs)	Long-Term Desired Outcomes:
1.1 Safety and Well-Being	<p>1.1A - Monitor and systematically assess the implementation of security processes and policies.</p> <p>1.1B - Monitor and systematically assess the implementation of the district's counseling program.</p>	<p>1.1.1A - Pass annual intruder detection audits.</p> <p>1.1.1B - Evaluate attendance, discipline, and grades every six weeks.</p>	<p>1.1A - Pass all intruder audits with no finding every year.</p> <p>1.1B - By 2025, attendance will increase from 94.1 to 96%.</p> <p>1.1B - By 2025, reduce the number of discretionary SDGC placements by 10%</p> <p>1.1B - By 2025, reduce the number of failures in all credit-bearing courses by 10%</p> <p>1.1A - By 2025, increase the Safety & Well-Being Student Survey Questions that students feel safe at school from from 50% to 60%.</p>
1.2 Annually increase Academic Achievement in the four core academic areas: Reading & Language Arts, Mathematics, Science, & Social Studies	<p>1.2A - Monitor alignment between written, taught, and assessed curriculum.</p> <p>1.2B - Monitor and assess the district's Professional Development program.</p> <p>1.2C - Enhance and sustain PLCs/Data Meeting protocols at the campus level.</p>	<p>1.2.1A-C - Individual Student Growth on State Testing (TIA)</p> <p>1.2.1A-C - Annual Increase Meets or On Grade Level on State Testing (STAAR/EOC)</p> <p>1.2.1 A-C - Annual Meets or On Grade Level increase on local district benchmarks from BOY to MOY. (DMAC)</p>	<p>1.2 - By 2025, the campus will maintain an "A" rating.</p> <p>By 2025, the % of 7th grade students at meets grade level on STAAR RLA will increase from 64% to 74% and STAAR Math will increase from 58% to 65%.</p> <p>By 2025, the % of 8th grade students at meets grade level on STAAR RLA will increase from 69% to 76%, STAAR Math will increase from 55% to 62%, Science will increase from 50% to 60%, and Social Studies will increase from 41% to 48%.</p> <p>By 2025, the % of EOC students at meets grade level on Algebra I will increase from 76% to 80%.</p>
1.3 Annually increase CCMR results	<p>1.3A - Promote student graduation pathways through Career & College Exploration classes</p> <p>1.3B - Align student graduation plans with correct pathways.</p> <p>1.3C - Track and monitor students who leave the district (98s)</p>	<p>1.3A - All 7th graders take a Career & College Exploration class.</p> <p>1.3B - Encourage all students to complete a level I pathway course by the end of 8th grade.</p> <p>1.3C - Administrators and registrar will work together to follow-up with students who leave the district (98s)</p>	<p>1.3A - By 2025, the district will increase the Six-Year Graduation Rate from 83% to 96%.</p> <p>1.3B - By 2025, the campus will assist the district in increasing the CCMR percentage from 53% to 88%.</p>
1.4 Increase student involvement in high-quality extra/co-curricular activities and clubs.	<p>1.4A - Raise awareness of available extra/co-curricular activities/clubs.</p> <p>1.4B - Survey student interest, evaluation of current programs, and participation in extracurricular activities/clubs. (Activity Rosters)</p>	<p>1.4 - Annual evaluation via student enrollment in extra/co-curricular activities and clubs. Participation rates will be monitored.</p>	<p>1.4 - We will establish a baseline at the end of 2025 and set a goal for 2026.</p>

GOAL 2: FACULTY & STAFF: WELL-BEING, PROFESSIONAL DEVELOPMENT, AND GROWTH

Performance Objectives:	Key Strategic Actions: (Inputs)	Progress Measures: (Outputs)	Long-Term Desired Outcomes:
2.1 Intentional Compensation	2.1A - Strategic Staffing based on course counts and essential needs. 2.1B - Strategic extracurricular staffing based on student needs and interests. 2.1C - Competitive compensation for all categories of employees.	2.1A - Annual salary analysis with the region. 2.1B - Annual stipend analysis with the region. 2.1C - Annual Comparative Market Analysis.	2.1A - Maintain top decile in regional employee compensation. 2.2B - Maintain top decile in regional employee stipends. 2.2C - By 2025, increase and sustain compensation for all employees.
2.2 Capacity Building of All Staff	2.2A - Annual evaluation of attendance at Professional Development. 2.2B - Systematically analyze and calibrate annual T-TESS evaluations for TIA-Eligible Teachers. 2.2C - Systematically Monitor Teacher Coaching and Mentor Program's effectiveness.	2.2A - Annual Schedule and Report for Professional Development Offerings and Attendance/Participation. (Eduphoria) 2.2B - Bi-Annual T-TESS Calibrations (Google Forms) 2.2C - Monitor and Adjust Monthly Mentor Program.	2.2A - By 2025, increase to 100% of all staff participating in relevant professional development. (Eduphoria) 2.2B - 100% of T-TESS Appraisers will have participated annually in both T-TESS calibrations. 2.2C - By 2025, staff certified in their content area will increase to 100%.
2.3 Positive Culture & Workplace Environment	2.3A - Implement and systematically sustain Wellness Event Activities and Promotions. 2.3B - Implement and Systematically Sustain Staff Recognitions. 2.3C - Implement and Systematically Sustain Staff Feedback Protocols 2.3D - Sustain and Enhance School Emergency Operations & Procedures	2.3A - Annual Wellness Event Tracking. (District Activity List) 2.3B - Monthly Hornet Hero Luncheons and Annual Staff Appreciation Events. 2.3C&D - Listen, Learn, and Adjust from Staff Feedback	2.3A - By 2025, staff receiving their wellness exam will increase from 5% to 50%. 2.3B - By 2025, Annual Retention Rates for campus teachers will increase from 90% to 95%. Annual Retention Rates for non-teaching campus staff will increase from 80% to 85%. 2.3C&D - Feedback Data Survey and Continuous Improvement Reports

GOAL 3: COMMUNITY SATISFACTION AND ENGAGEMENT

Performance Objectives:	Key Strategic Actions: (Inputs)	Progress Measures: (Outputs)	Long Term Desired Outcomes:
3.1 Increase Family Engagement & Satisfaction	3.1A - Systematically monitor and sustain family engagement activities. 3.1B - Monthly Family Engagement Opportunities. 3.1C - Continuous improvement for Volunteer opportunities.	3.1A - Calendar monitoring of campus engagement events. (Campus Events Calendar) 3.1B - Family Participation Monitoring (Sign-In Sheets) 3.1C - Volunteer Participation Monitoring (HR Volunteer List)	By 2025, 100% of events on the campus events calendar occurred. Parent Survey Questions Volunteer Total Year to Year
3.2 Increase Community Engagement & Satisfaction	3.2A - Increase and sustain opportunities to host community events. 3.2B - Sustain volunteer opportunities aligning with community needs. 3.2C - Increase and sustain campus-wide participation with the Corpus Christi Food Bank and local food ministry partners.	3.2A - Monitor the Campus Calendar of scheduled events. (MOY Facility Request Software) 3.2B - Monitor frequency of campus service projects. (MOY) 3.2C - Evaluate the number of participants supporting the food bank. (MOY)	3.2A - EOY Facility Request Software Report 3.2B - EOY Community Service Projects Report 3.2C - Evaluate the number of participants supporting the food bank. (EOY)
3.3 Increase Local, State, Federal, & Governmental Relationships	3.3A - Increase Communication with Local, State, Federal, and Government Agencies 3.3B - Increase Participation with Local, State, Federal, and Government Agencies	3.3A - Governmental Agency Monitoring Calendar (Monthly) The Events Calendar has been added to the campus web page. We will update this calendar monthly with upcoming events and key dates. 3.3B - Monitor and Increase the MOU/LOA agreements.	3.3A - Governmental Agency Monitoring Calendar (Annual) 3.3B - EOY MOU/LOA agreements

GOAL 4: FINANCIAL STEWARDSHIP

Performance Objectives:	Key Strategic Actions: (Inputs)	Progress Measures: (Outputs)	Long Term Desired Outcomes:
4.1 Transparent and Effective Budget Development and Management System	4.1A - Support the district's effort to Sustain Proactive Budget Workshops 4.1B - Support the district's effort to Implement and Sustain Budget Parameter Memo	4.1A&B - Monthly budget parameter updates (April through August) 4.1A&B - Monthly financial reports	4.1A&B - Maintain an A in the FIRST rating. 4.1A&B - Maintain Unqualified Audit Opinion
4.2 Facility Management	4.2A - Support the district's effort to Create and Sustain Long-Range Facility Plan - New Facilities 4.2B - Support the district's effort to Create and Sustain Long-Range Facility Plan - Current Facilities 4.2C - Support the district's effort to Secure Buildings/Facilities	4.2 - Campus Facility Assessments 4.2 - Demographic Report 4.2 - Financial Advisor Report	Long-Range Facility Master Plan Completed, Systematically Updated, and Regularly Monitored and Reviewed
4.3 Effective & Efficient Operations	4.3A - Expenditure Projection Plan 4.3B - Maximize Existing Funding/Grant Opportunities 4.3C - Energy Management 4.3D - Effectively utilize the Work Order System (FMX)	4.3A - Alignment of Expenditures and Revenues 4.3B - Increase funding and grant opportunities 4.3C - Establish energy management program through Long Range Planning Committee. 4.3D - Faster turnaround time (baseline data needed)	4.3A - Alignment of Expenditures and Revenues 4.3B - Increase funding and grant opportunities 4.3C - Reduce energy and decrease energy costs. Once a baseline is established we will determine a goal for 2025. 4.3D - Faster turnaround time (baseline data needed)

FBJH

Site-Based Decision Making Committee

September 10, 2024

Agenda

1. Campus Improvement Plan
 - A. Student Achievement
 - B. Needs Assessment/Targeted Data/Action Plan
 - C. Top Five Priorities
2. Early Release Days
3. Questions/Concerns