

**Hughes Springs ISD**  
**Hughes Springs Junior High**  
**2022-2023 Improvement Plan**

**Accountability Rating: B**

**Distinction Designations:**  
Academic Achievement in Science

# Mission Statement

The mission of Hughes Springs Junior High is to provide a safe, nurturing learning environment so that each student meets high goals for academic performance and receives the best education possible.

At Hughes Springs ISD We Believe....

- in challenging students to be life-long learners.
- parents and staff lead by example and should continue to learn.
- all students are unique and deserve the opportunity to achieve their potential.
- staff, parents, students and community members are responsible for the learning and success of each student.
- parental and community involvement are vital to student success.

## Vision

At Hughes Springs Junior High we envision a partnership between schools, parents, and community that will emphasize achievement, and a positive self-esteem, in order to produce responsible and respectful citizens.

\*Hughes Springs Junior High will combine our State Compensatory Education Funds and our Title I funds into a school wide program as defined in the following Campus Improvement Plan.\*

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# Goals

**Goal 1:** Required S5: All students, including those in special education and other special needs programs, will show continuous academic improvement in reading and math.

**Performance Objective 1:** Hughes Springs Junior High scores in Reading and Math will be in the 1st Quartile for Closing the Gaps and Academic growth on the 2022-23 STAAR assessments.

**Evaluation Data Sources:** 2022 - 2023 STAAR Results

## Strategy 1 Details

**Strategy 1:** A comprehensive needs assessment will be conducted by the Campus Site-Based Committee (which includes parents, business representatives, community members, and school staff) to identify educational strengths and weaknesses in student performance, school culture and climate, staff quality, curriculum and instruction, family and community involvement, school context and organization, and technology. Supplies to support all functions of the school will be purchased.

**Staff Responsible for Monitoring:** Principal, Assistant Principal

**ESF Levers:**

Lever 1: Strong School Leadership and Planning

## Strategy 2 Details

**Strategy 2:** STAAR and 6-week assessment data will be disaggregated and used to inform instruction that particularly addresses the needs of those at risk of not meeting the challenging State academic standards.

**Staff Responsible for Monitoring:** Principal, Assistant Principal

**TEA Priorities:**

Build a foundation of reading and math

**- ESF Levers:**

Lever 5: Effective Instruction

### Strategy 3 Details

**Strategy 3:** To increase the amount and quality of learning time and help provide an enriched and accelerated curriculum for struggling learners, reading and math interventionists will be utilized for additional instruction, after school tutorials will be scheduled, and STAAR accelerated instruction classes will be in place.

**Staff Responsible for Monitoring:** Principal, Assistant Principal

**TEA Priorities:**

Build a foundation of reading and math

**- ESF Levers:**

Lever 5: Effective Instruction

**- Additional Targeted Support Strategy**

### Strategy 4 Details

**Strategy 4:** All formative assessments will be STAAR formatted.

**Staff Responsible for Monitoring:** Principal, Assistant Principal

**ESF Levers:**

Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction

**- Additional Targeted Support Strategy**

### Strategy 5 Details

**Strategy 5:** To extend learning while coordinating local, state, and federal resources, Summer Enrichment Camps and Summer School for at-risk students will be in place.

**Staff Responsible for Monitoring:** Principal, Assistant Principal

### Strategy 6 Details

**Strategy 6:** Students will use independent reading time to enhance reading fluency and vocabulary development (includes Accelerated Reader use).

**Staff Responsible for Monitoring:** Principal

### Strategy 7 Details

**Strategy 7:** Required F3: To ensure opportunities for all students to meet the challenging Stage Academic Standards, the principal will conduct regularly scheduled meetings, at least every six weeks, with individual teachers to analyze student growth, grades, and assessment performance.

**Staff Responsible for Monitoring:** Principal and Assistant Principal

**ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction

### Strategy 8 Details

**Strategy 8:** Required F6: To increase blended learning and fluency in math and reading, Renaissance 360, AR, and IXL computer programs will be utilized to assess and provide individualized instruction for at-risk students and other struggling students to target instructional gaps. Current student devices and robust internet connections will be in place to support uninterrupted online program access.

**Staff Responsible for Monitoring:** Principal and Asst. Principal

**TEA Priorities:**

Build a foundation of reading and math

**- ESF Levers:**

Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction

### Strategy 9 Details

**Strategy 9:** Required F3: To provide opportunities for all children to meet the challenging State academic standards, a rigorous aligned curriculum will be used for instruction in all courses.

**Staff Responsible for Monitoring:** Principal, Curriculum Director

**ESF Levers:**

Lever 4: High-Quality Curriculum

**Goal 1:** Required S5: All students, including those in special education and other special needs programs, will show continuous academic improvement in reading and math.

**Performance Objective 2:** An educational program that meets the unique and diverse needs of all students will be provided.

**Evaluation Data Sources:** 2021 - 2022 STAAR

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Identified gifted students will be served through a GT course instructed by a certified GT teacher, through independent sessions with the GT teacher/coordinator, or through differentiated instruction in the regular classroom.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Curriculum</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> To promote critical thinking, students will have the opportunity to participate in UIL. Practice time and resources will be provided.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, UIL coordinator</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> To provide a well rounded education, fine arts classes including One-Act Play, art, choir, and band will be offered.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor</p>
<b>Strategy 4 Details</b>
<p><b>Strategy 4:</b> Extra-curricular activities will be provided: One Act Play, Student Council, Band, Sports, robotics competition, and Cheerleading.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>
<b>Strategy 5 Details</b>
<p><b>Strategy 5:</b> Bilingual ESL certified teachers, through sheltered instruction in the classroom, will assist emergent bilingual students in becoming proficient in English and reaching higher academic achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>
<b>Strategy 6 Details</b>
<p><b>Strategy 6:</b> Dyslexia students will be served through pull-out sessions.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>

**Strategy 7 Details**

**Strategy 7:** A library assistant will be utilized to encourage reluctant readers and promote reading opportunities along with managing library resources.

**Staff Responsible for Monitoring:** Principal, Assistant Principal

**Strategy 8 Details**

**Strategy 8:** To provide each eighth grade student with an effective transition to high school, all eighth graders will attend an informational meeting for help in course selection, High School "Mustang Camp," and a guided tour of the campus.

**Staff Responsible for Monitoring:** Principal, Junior High Counselor, High School Counselor

**Strategy 9 Details**

**Strategy 9:** For the coordinated school health program, student health conditions will be monitored on a regular basis through health screenings for vision, hearing, scoliosis, and immunization records. Higher Fitnessgram results will be the goal.

**Staff Responsible for Monitoring:** Principal, Assistant Principal

**Strategy 10 Details**

**Strategy 10:** A member of the campus staff will serve on the district School Health Advisory Council to assist in communicating information regarding health issues.

**Staff Responsible for Monitoring:** Principal, Counselor

**Strategy 11 Details**

**Strategy 11:** Modified instruction, accommodations/accessibilities, tutorials and intervention classes will be provided for special education students and other students (including 504) in need of intervention.

**Staff Responsible for Monitoring:** Principal, Assistant Principal

**Strategy 12 Details**

**Strategy 12:** Paraprofessionals, in conjunction with the teacher of record, will provide small group instruction in class to pre-teach, reinforce, and build confidence for special education students.

**Staff Responsible for Monitoring:** Principal, Assistant Principal

**Strategy 13 Details**

**Strategy 13:** To promote post-secondary opportunity awareness, 7th grade students will be taken on a tour of a local college/university.

**Staff Responsible for Monitoring:** Principal, Assistant Principal



### Strategy 14 Details

**Strategy 14:** To promote awareness of post-secondary career opportunities, CTE classes (Ag and Speech) will be offered at the junior high.

**Staff Responsible for Monitoring:** Principal, Curriculum Director

**TEA Priorities:**

Connect high school to career and college

**Goal 1:** Required S5: All students, including those in special education and other special needs programs, will show continuous academic improvement in reading and math.

**Performance Objective 3:** 100% of the instructional staff, including teachers and paraprofessionals, will be appropriately certified and trained, and sufficient campus personnel for all school functions will be in place.

**Evaluation Data Sources:** Certification records and PD completion reports

Strategy 1 Details
<p><b>Strategy 1:</b> Required F8: Appropriately certified teachers, counselors, and paraprofessionals will be recruited and retained by offering a quality work environment, administrative support, and ample professional developmental opportunities in content knowledge and classroom practices through Region 8 ESC and other providers.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent, Curriculum Director, Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Staff development regarding classroom management, discipline policies, gang awareness, conflict resolution, restraint training, crisis management, EDGAR, and student code of conduct will be provided.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>
Strategy 3 Details
<p><b>Strategy 3:</b> Each year, reading and math teachers will attend applicable workshops/training for closing the instructional gaps in these subjects.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>

**Strategy 4 Details**

**Strategy 4:** GT training for all teachers will be provided through the District GT Coordinator, dyslexia training will be through Region 8 online module and onsite dyslexia therapist, SPED training will be through online modules, and 504 and ESL training will be onsite and/or through Region 8.

**Staff Responsible for Monitoring:** Principal, Assistant Principal

**ESF Levers:**

Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction

**Strategy 5 Details**

**Strategy 5:** Staff development regarding at-risk students, causal factors related to dropouts, and procedures for prevention and recovery will be provided.

**Staff Responsible for Monitoring:** Principal, Curriculum Director

**ESF Levers:**

Lever 5: Effective Instruction

**Strategy 6 Details**

**Strategy 6:** Staff development on technology integration, curriculum alignment, STAAR instructional strategies, and TTESS will be in place.

**Staff Responsible for Monitoring:** Curriculum Director, Principal

**ESF Levers:**

Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction

**Goal 1:** Required S5: All students, including those in special education and other special needs programs, will show continuous academic improvement in reading and math.

**Performance Objective 4:** Average attendance will be no less than 97%.

**Evaluation Data Sources:** PEIMS Attendance Data

Strategy 1 Details
<b>Strategy 1:</b> Parents will be telephoned when students are absent. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal
Strategy 2 Details
<b>Strategy 2:</b> Parents will be notified as to excessive absences as outlined in the student handbook until, if and when, truancy charges are filed. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal

**Goal 2:** Hughes Springs Junior High will create at least one new partnership with a community organization each year and foster effective parent and family engagement by ensuring 100% of parents are invited each year to be educational stakeholders in their child's learning.

**Performance Objective 1:** Parent and Family Engagement will increase by 10% by providing parents with current, timely information about their child's learning and school events which promote learning.

**Evaluation Data Sources:** Parent Sign-In sheets at events.

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> The campus will inform parents of school events and activities through Skylert and social media. The campus principal will send a weekly email to parents of upcoming events through Skylert.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Parents will be invited to attend Meet the Teacher, Open House, Parent Information Nights, and Report Card Pick-Up Nights as permitted by Covid-19 guidelines.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal.</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> The campus will implement "Skyward Bootcamp" for parents.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>
<b>Strategy 4 Details</b>
<p><b>Strategy 4:</b> Teacher/parent conferences to discuss what the school will do to help students meet standards, what the parent can do to help student performance, and what additional assistance is available to students will be scheduled.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>
<b>Strategy 5 Details</b>
<p><b>Strategy 5:</b> The school/parent compact will be published in the campus handbook and online at <a href="http://www.hsisd.net">www.hsisd.net</a>.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>

**Strategy 6 Details**

**Strategy 6:** Parents will be invited to serve as education stakeholders on the campus site-based committee.

**Staff Responsible for Monitoring:** Principal

**ESF Levers:**

Lever 3: Positive School Culture

**Strategy 7 Details**

**Strategy 7:** A Title I meeting will be held annually, and flexible meeting times and days will be scheduled (i.e., Monday at 9:00 AM and Tuesday at 7:00 PM). At this meeting, the Campus Parent and Family Engagement Policy will be developed for later distribution.

**Staff Responsible for Monitoring:** Principal and Assistant Principal

**ESF Levers:**

Lever 3: Positive School Culture

**Goal 2:** Hughes Springs Junior High will create at least one new partnership with a community organization each year and foster effective parent and family engagement by ensuring 100% of parents are invited each year to be educational stakeholders in their child's learning.

**Performance Objective 2:** At least one new partnership with a community organization will be created in the year.

**Evaluation Data Sources:** Increased number of partnerships from previous year.

<b>Strategy 1 Details</b>
<b>Strategy 1:</b> Community organizations will be contacted to serve as educational stakeholders for the junior high through service on school committees. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal
<b>Strategy 2 Details</b>
<b>Strategy 2:</b> The community will be invited to attend school fine arts performances such as One-Act Play, band concerts, and choir performances. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal
<b>Strategy 3 Details</b>
<b>Strategy 3:</b> The community is invited to attend 8th grade Promotion and Awards ceremony. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal

**Goal 3:** Hughes Springs Junior High will provide a safe, orderly, and inclusive setting for all students.

**Performance Objective 1:** 3% fewer discipline referrals will occur as a result of safety/discipline measures in place.

**Evaluation Data Sources:** PEIMS Discipline Report

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> To reduce the threat of student violence (including dating violence), bullying, and suicide, a comprehensive school counseling program will be in place with a guidance plan (regularly updated) to teach conflict resolution, honesty, and concern for others..</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> The campus will provide training for the prevention of and education concerning sexual harassment and other forms of bullying in school, on school grounds, and in school vehicles, including student reporting of violence through anonymous online reporting system.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> District police officers will ensure a safe learning environment for all students and staff.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>
<b>Strategy 4 Details</b>
<p><b>Strategy 4:</b> For students removed from the classroom for severe disciplinary infractions, a Disciplinary Alternative Education Program (DAEP) will be in place to provide in-house instructions; this instruction will allow DAEP students to remain on grade level and thus help prevent dropouts. In-School Suspension Program (SAC) and lunch detention will be used as discipline interventions for less severe disciplinary infractions.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>
<b>Strategy 5 Details</b>
<p><b>Strategy 5:</b> Drug dog random searches will occur throughout the school year.</p> <p><b>Staff Responsible for Monitoring:</b> District Police Officers</p>
<b>Strategy 6 Details</b>
<p><b>Strategy 6:</b> All students (grades 7-8) who participate in extra-curricular and co-curricular activities will be subject to random drug-testing.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>



**Strategy 7 Details**

**Strategy 7:** The Office of the District Attorney will provide information to students on the misuse of social media and the repercussions it can cause.

**Staff Responsible for Monitoring:** Principal, Assistant Principal

**Goal 3:** Hughes Springs Junior High will provide a safe, orderly, and inclusive setting for all students.

**Performance Objective 2:** 100% of students and staff will consider Hughes Springs Junior High a safe environment.

**Evaluation Data Sources:** Student and Staff Surveys

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Basic first aid safety procedures, Stop the Bleed, and CPR training will be in place. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> The Emergency Operations Plan to include procedures to follow in such crises as fire, bad weather, bomb threats, and intruders will be in place. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> Colt Counts will be in place as a positive behavioral intervention and support program. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>
<b>Strategy 4 Details</b>
<p><b>Strategy 4:</b> A crisis management team will annually receive specialized training and provide assistance for violence prevention and violence intervention. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>
<b>Strategy 5 Details</b>
<p><b>Strategy 5:</b> Allergy information will be collected on students at the beginning of the year and an Allergy Emergency Action Plan will be developed for students who have serious allergies. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>
<b>Strategy 6 Details</b>
<p><b>Strategy 6:</b> Safe and drug free activities, such as Red Ribbon Week, will be in place and supplies and incentives provided through Region 8 SDSF Co-Op will be utilized. <b>Staff Responsible for Monitoring:</b> Principals</p>

**Strategy 7 Details**

**Strategy 7:** Students with mental health issues and/or struggling with emotional well-being will be referred to the at-risk counselor (LPC).

**Staff Responsible for Monitoring:** Counselor, Principal

**ESF Levers:**

Lever 3: Positive School Culture