

**Ennis Independent School District**  
**Ennis Junior High School**  
**2018-2019 Campus Improvement Plan**

**Accountability Rating: Met Standard**



# Mission Statement

The Ennis Independent School District (ISD) shall be an educational institution that continuously challenges and stimulates its students. Ennis ISD shall provide the highest quality instructional staff and the appropriate facilities to insure that every student is equipped to his/her greatest academic potential.

Qualities of character to be taught, modeled, and upheld in Ennis ISD shall include honesty, integrity, and respect. The curriculum, programs, offerings, and opportunities provided by Ennis ISD shall be intended to produce responsible people of high moral character, capable of personal and professional success, who shall have a positive impact on society.

## Vision

Educate, Encourage, Empower

## Motto

Encouraged, Empowered, Enlightened

# Ennis ISD District Goals

1. Ensure all students receive high-quality instruction.
2. Provide and support high quality staff for all classrooms.
3. Empower staff with resources to ensure student excellence.
4. Provide a safe and secure learning environment, cultivating character and high expectations.
5. Maintain a positive two-way partnership designed to strengthen the strategies aligned to the district vision and continuously improve teacher effectiveness and student outcomes.
6. Maintain high-quality facilities with an instructional focus.

# Ennis Junior High Goals

1. Ennis Junior High will ensure high quality education via best practices.
2. Ennis Junior High is focused on providing our students with highly certified staff members that are invested in the educational and social development of all students.
3. Ennis Junior High will consider all resources in an effort to maximize learning for our students.
4. Ennis Junior High will create an environment for student success by offering a climate that is healthy, positive and safe.
5. Ennis Junior High will develop a partnership with families and community in order to promote teacher effectiveness and student performance.
6. Ennis Junior High will cultivate a sense of campus pride via well maintained facilities.

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# Comprehensive Needs Assessment

Revised/Approved: May 31, 2018

## Demographics

### Demographics Summary

Ennis Junior High School is a 5-A junior high school located in south-eastern Ellis County. Ennis Junior High School currently serves approximately 860 students for grades 7 and 8 and employs a staff of 77 including 57 certified teachers, 2 counselors and 3 administrators. Ennis ISD is a majority minority district with around 56.9% of its students Hispanic, 11.8% African-American, and the remaining 29.7% White, and 1.6% "other". According to TAPR data, the EJHS population is 67% economically disadvantaged however, actual numbers of Economically Disadvantaged are most likely much higher than that.

Ennis Junior High School has seen slight growth over the past three to five years, but we are expecting significant growth. Our student population is approaching 900 students. During the year, the total enrollment changes with new enrollments and withdrawals. Ennis Junior High School has an "At-Risk" population of 22.4% which is significantly less than Ennis ISD as a whole (42.6%). The district uses the at risk indicators defined by the state to determine student's at risk status.

### Demographics Strengths

The student body of Ennis Junior High is diverse in both racial and ethnic composition as well as socio-economic status. Our students mainly come from poor to middle class households and, for the most part, exhibit respectful and appropriate behavior. A large number of our students are involved in some sort of extra-curricular activity and therefore have an investment in Ennis Junior High School. Ennis Junior High School has a diverse administrative staff which includes a bi-lingual assistant principal.

Ennis Junior High School offers dropout prevention via our PRIDE program. The PRIDE program on campus serves students that are at risk of dropping out and are in need of credit recovery.

The attendance rates have stayed steady at or near 96% and EJHS provides several positive incentives including student "dress down" days and perfect attendance parties.

The AVID program has helped many students begin to consider college as a post-graduate plan. These students will be the first in their families to graduate from high school and attend college.

## **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** Attendance percentage has not shown great improvement; it has been at a steady at or near 96%. **Root Cause:** Flu season hit the EJHS campus very hard. Accountability system needs to be more aggressive as soon as a pattern emerges.

## Student Academic Achievement

### Student Academic Achievement Summary

Ennis Junior High School again achieved a “Met Standard” rating on the four indexes. There are still significant areas of concern for EJHS. Specifically, the areas of social studies and science have been troubling for the past several years.

While EJHS scored slightly below the state average on most of the STAAR tested areas, the gap between the state and district is smaller. The percentages of students that scored "Mastered Grade Level" was below the average in 2017 for the state and region. Algebra I had the highest course passing rate at 100% to the state's 83% Approaching Grade Level.

Although we missed our targets to meet certain system safeguards, the data shows an overall increase in multiple areas with an outstanding increase of 11% in SpEd Math and 12% in SpEd Writing for our 7th grade students. EJHS did not meet accountability system safeguards in the following performance areas: AA 7th Reading, Math, and Writing; AA 8th Science and Social Studies; Hispanic 8th Social Studies; SpEd All; EcoDis 8th Science and Social Studies.

EJHS has implemented the district wide use of a universal screener in the content area of Math and Reading.

### Student Academic Achievement Strengths

Our students continue to be successful in 8th grade Math and Reading. Over 85% of our 8th grade students were successful on the state exam in both subjects and 100% of our students were successful on the state Algebra I EOC. Approaching Grade Level passing rates for 8th grade Math and ELAR have been steadily in line with the state's passing rates. One area of marked improvement is with Hispanic students in most testing subjects from 2016 results.

Ennis Junior High School is entering its 9th year as an AVID Campus. The program has actually expanded and we expect the number of sections of AVID to increase at the EJHS due to this expansion.

Along with success in math, our Band continues to place very high at UIL competitions. 7th Grade students took home overall champions in the District's UIL Meet.

### Problem Statements Identifying Student Academic Achievement Needs

**Problem Statement 1:** EJHS failed to meet System Safeguards in AA 7th Reading, Math, and Writing; AA 8th Science and Social Studies; Hispanic 8th Social Studies; SpEd All; EcoDis 8th Science and Social Studies. **Root Cause:** Literacy development on our campus didn't meet the needs of our students, especially for our African American and Special Education students.

## **School Processes & Programs**

### **School Processes & Programs Summary**

Ennis Junior High School has identified areas for growth in Science and Social Studies STAAR scores, specifically raising the "Approaches Grade Level" and "Meets Grade Level" percentages, as well as increasing attendance. These goals were communicated in content specific PLC times and through the faculty meetings. Teachers continued to meet in PLC groups either during their conference periods or before or after school to work on vertical alignment and TEKS instructional strategies.

Ennis Junior High School has well constructed and easy to follow duty roster that is designed to provide coverage of the campus but is flexible for staff. Ennis Junior High School has two instructional coaches assigned to the campus as well as an instructional technologist that assist teachers in the implementation of technology offerings for both staff and students. For the 2018-2019 school year EJHS will have two full time instructional coaches assigned to the campus.

The administration team will work collaboratively with the faculty and staff to provide daily on-going support for the teachers, faculty, parents, students, and community. Open communication and collaboration will be modeled and supported and multiple forms of assistance will be given to whoever is in need.

RTI is used to identify students who are struggling and to provide research-based interventions for those students in order to eliminate the gaps in student achievement.

### **School Processes & Programs Strengths**

EJHS has a mentor teacher program and new teacher focus groups for first year teachers. EJHS supports teachers by providing frequent professional development opportunities, regularly scheduled PLC meetings, and providing resources for new instructional strategies.

The administrative staff are all veteran admin with diverse backgrounds including a bilingual assistant principal. Key support staff have been in place for several years and therefore know the school's policies and procedures.

Ennis Junior High School follows a well written and enforceable student code of conduct. Communication with parents focuses on an "open door" policy and extends to Positive Parent Contacts made each 9 weeks.

Ennis ISD has a very well maintained technology infrastructure. The Network is secure and is rarely impacted by a loss of functionality. EJHS enjoys a technology rich campus where all classrooms are equipped with Smart boards, document cameras, and projectors as well as a teacher workstation. The one to one Chrome Book initiative is a major selling point for EISD as we move forward with our technology program for our students. The Junior High School is wireless throughout the building. The campus is a hot spot where students and the community can access the district wifi even outside the building. In addition to the one-to-one program, Ennis Junior High School has several labs that are located throughout the campus. The technology work ticket system



works very well and issues are resolved in a timely manner.

### **Problem Statements Identifying School Processes & Programs Needs**

**Problem Statement 1:** Although we continue to recruit and hire highly qualified staff, the staff at EJHS does not closely resemble the demographics of our students. Therefore, as natural attrition occurs, there needs to be an increased effort to hire Spanish speaking individuals to better support our Spanish speaking population. **Root Cause:** African American and Hispanic teachers are underrepresented in the applicant pool.

## Perceptions

### Perceptions Summary

Ennis ISD partners with many of the civic groups that benefit the community of Ennis. The EJHS NJHS and STUCO as well as members of the Lions athletic teams (including Cheer and Band) participate in community events throughout the year. An expectation of the district is for administrators of the district to attend community and school events throughout the year. The principal of Ennis Junior High School will be an active member of the community. Ennis ISD is involved in events sponsored by the Chamber of Commerce such as the Polka Fest, Bluebonnet Festival, and Relay for Life. EISD partners with the Ennis Bridge Builders Ministerial Alliance and the annual Give a Kid a Chance event.

For the past four years, EJHS has participated in the EISD District Showcase. The event has been very well received and very well attended. Ennis Junior High School's extra-curricular activities are very well supported by the parents of the children involved. Each organization has a booster club that works to support the team or group. EJHS hosts open house events for the entire campus and for parents of incoming 7th grade students, class course selection, and exiting 8th grade students and parents. Parents are encouraged to be involved in their support organizations for the groups in which their students participate such as athletics, NJHS, STUCO, and Band Booster organizations.

### Perceptions Strengths

In recent years, EJHS has raised its levels academically while many of its programs continued to flourish and our students continued to make EJHS and our community proud. EJHS boasts a strong CTE, UIL Academics, and UIL Athletic tradition.

In addition to the traditional UIL sanctioned extra-curricular activities, EJHS has a wide range of other organizations and clubs in which students can be involved. EJHS Admin takes a fairly open stance on student clubs - If there are students that are interested in a topic or cause, have an adult staff member that is willing to act as a sponsor, and if the subject matter or mission of the organization is not contrary to the community standards of Ennis or the district, then new student clubs will be approved.

### Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Ennis Junior High works hard to meet the needs of our family and community members but there is a shortage of participation. **Root Cause:** There is a lack of parental involvement with this age group because EJHS does not have a PTA.

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Federal Report Card Data
- PBMAS data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- 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 for each group
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Male / Female performance, progress, and participation data
- Special education population, including performance, discipline, progress, and participation data

- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Response to Intervention (RtI) student achievement data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

### **Student Data: Behavior and Other Indicators**

- Annual dropout rate data
- Attendance data
- Discipline records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Evaluation(s) of professional development implementation and impact
- T-TESS

### **Parent/Community Data**

- Parent surveys and/or other feedback

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

- Budgets/entitlements and expenditures data
- Study of best practices
- Other additional data

# Goals

**District Goal 1: Ensure all students receive high-quality instruction.**

**Core Belief One: We believe in working to improve performance of all students while closing achievement gaps.**

**Campus Goal 1: Ennis Junior High will ensure high quality education via best practices.**


**Performance Objective 1:** By the end of the 2018-2019 school year, Ennis Junior High will meet or exceed the state average on all STAAR tests by providing students with instructional activities that are student centered and TEKS based.

**Evaluation Data Source(s) 1:** STAAR Scores, State Accountability Reports

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1</p> <p>Strategy 1.1.1 (T-PESS Indicator 1A) TEKS Resource System will be used campus wide with fidelity.</p>	Administration, Instructional Coaches	Passing % on subject area STAAR tests.				
Funding Sources: 199 - General Fund: Local - 0.00, 211 - Title I, Part A Improving Basic Program - 0.00						
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>Strategy 1.1.2 (T-PESS Indicator 1B) Continue the use of Instructional Coaches on campus to support quality instruction.</p>	Administration, Instructional Coaches	Improved student performance on Unit Assessments and STAAR tests.				
Funding Sources: 199 - General Fund: Local - 0.00, 211 - Title I, Part A Improving Basic Program - 0.00						
<p><b>Critical Success Factors</b> CSF 1</p> <p>Strategy 1.1.3 Continue to promote and fund the AVID program in order to encourage the pursuit of post secondary education.</p>	AVID Elective Teachers, AVID tutors, AVID Site Team members, AVID Coordinator	Number of students participating in AVID elective Grades and scores of AVID participants				
Funding Sources: 199 - General Fund: Local - 0.00						

<p align="center"><b>Critical Success Factors</b> CSF 1</p> <p>Strategy 1.1.4 AVID strategies will be used in all classrooms when appropriate.</p>	<p>AVID Elective Teachers, AVID Site Team members, AVID Coordinator, EJHS Admin</p>	<p>Improved assessment scores campus wide.</p>				
<p>Funding Sources: 199 - General Fund: Local - 0.00</p>						
<p align="center"><b>Critical Success Factors</b> CSF 1</p> <p>Strategy 1.1.5 Sheltered Instruction Observation Protocol (SIOP) training will be provided for any teacher who has not received SIOP strategy training.</p>	<p>Administration, Instructional Coaches</p>	<p>Teachers will enter SIOP training hours in Eduphoria and present training certificates to administrators.</p>				
<p>Funding Sources: 263 - Title III, LEP - 0.00, 211 - Title I, Part A Improving Basic Program - 0.00, 199 - General Fund: Local - 0.00</p>						
<p align="center"><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>Strategy 1.1.6 Allocate and schedule effective instructional time in the master schedule for Special Education students. This scheduling will maximize in-class and inclusion support.</p>	<p>Administration, Counselors, Teachers, SPED teachers</p>	<p>Improved academic outcomes for our Special Education students</p>				
<p>Funding Sources: 199 - State Compensatory Ed (SCE): State - 0.00, 199 - General Fund: Local - 0.00, 224 - IDEA B, Formula (SpEd) - 0.00</p>						
<p align="center"><b>Critical Success Factors</b> CSF 1</p> <p>Strategy 1.1.7 Continue to improve implementation of At-Risk accountability system to track and monitor At-Risk student population.</p>	<p>Administration, Counselors, Teachers</p>	<p>Monitor data sources, improvement on unit tests and STAAR tests</p>				
<p>Funding Sources: 199 - General Fund: Local - 0.00</p>						
<p>Strategy 1.1.8 Students and teachers will utilize available software to close achievement gaps and reduce specific academic weaknesses.</p>	<p>Administration, Instructional Coaches, Teachers</p>	<p>Student data reports provided by the software program should demonstrate growth.</p>				
<p>Funding Sources: 199 - General Fund: Local - 0.00, 211 - Title I, Part A Improving Basic Program - 0.00, 410 - IMA-Instructional Materials Allotment - 0.00</p>						
<p>Strategy 1.1.9 Continue to use the dropout prevention/credit recovery program (PRIDE).</p>	<p>Counselors, PRIDE Teacher</p>	<p>Total number of high school credits achieved while in program.</p>				
<p>Funding Sources: 199 - General Fund: Local - 0.00</p>						
<p>Strategy 1.1.10 Provide extra-curricular programs that meet the needs of special education students - specifically Special Olympics.</p>	<p>Special Olympics Coordinator, Special Education Coordinator</p>	<p>Number of students participating in Special Olympics</p>				
<p>Funding Sources: 199 - General Fund: Local - 0.00</p>						
<p>Strategy 1.1.11 Ennis Junior High teachers will contact, by phone, parents of students that are failing their classes during the 3, 6, and 9 week grading periods.</p>	<p>Administration</p>	<p>Parent Contact Logs</p>				
<p>Funding Sources: 199 - General Fund: Local - 0.00</p>						

Strategy 1.1.12 STAAR tested subjects will conduct mandatory tutorials for students who are identified through test grades and benchmark results before the administration of Spring STAAR tests.	Administration, Department Heads	Number of students attending tutorials				
	Funding Sources: 199 - General Fund: Local - 0.00					
Strategy 1.1.13 Students will track their own progress toward STAAR mastery using a common progress tracker.	Administration, Teachers	Improved student outcomes on State assessments				
Strategy 1.1.14 (T-PESS Indicator 1C & 1D) EJHS Administration and subject area Instructional Coaches will attend Departmental PLC meetings to review student data and plan for intervention.	Administration, Instructional Coaches	PLC Meeting Minutes/TRS Unit Test Data Tables				
	Funding Sources: 199 - General Fund: Local - 0.00					
Strategy 1.1.15 (T-PESS Indicator 5B) EJHS will follow pacing calendar for courses supported by TRS. Specific course bench mark exams will be scheduled to prepare for STAAR.	Administration, Instructional Coaches	Pacing Calendars, TRS Unit Assessment Data Tables, Meeting Minutes				
						

**District Goal 2: Provide and support high quality staff for all classrooms.**

**Core Belief Two: We believe that all employees are critical to the success of our students.**

**Campus Goal 2: Ennis Junior High is focused on providing our students with highly qualified staff members that are invested in the educational and social development of all students.**


**Performance Objective 1:** For the 2018-2019 school year, in an effort to create a wonderful work environment, Ennis Junior High will provide incentives and professional growth opportunities. Administration will always be mindful of day-to-day teacher morale. EJHS will strive for a 90% retention rate.

**Evaluation Data Source(s) 1:** Teachers participating in staff development opportunities, and teacher retention rate at end of school year.

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>Strategy 2.1.1 (T-PESS Indicator 2A) Highly qualified professionals will be recruited and hired to meet state and district requirements.</p>	Administrators	Highly qualified teachers will be hired and retained.				
Funding Sources: 199 - General Fund: Local - 0.00, 211 - Title I, Part A Improving Basic Program - 0.00						
<p><b>Critical Success Factors</b> CSF 7</p> <p>Strategy 2.1.2 (T-PESS Indicator 2D) Teachers will be evaluated every year using the T-TESS evaluation system.</p>	Administrators	Documented T-TESS Evaluations/Walkthroughs during school year.				
Funding Sources: 199 - General Fund: Local - 0.00						
<p><b>Critical Success Factors</b> CSF 6</p> <p>Strategy 2.1.3 In an effort to address and sustain positive morale, we will recognize all staff via staff appreciation luncheons and periodic treats.</p>	Administration	Staff morale surveys				
Funding Sources: 199 - General Fund: Local - 0.00						
<p><b>Critical Success Factors</b> CSF 6 CSF 7</p> <p>Strategy 2.1.4 Teachers will select a teacher of the 9 weeks each 9 weeks of the school year. The nominee will be recognized at board meeting.</p>	Administration	Teachers are nominated by their peers each nine weeks. At the end of year, Teacher of Year Committee will select the EJHS Teacher of the Year to be honored at the EISD Teacher of the Year Banquet.				



<b>Critical Success Factors</b> CSF 6 CSF 7 Strategy 2.1.4 Teachers will select a teacher of the 9 weeks each 9 weeks of the school year. The nominee will be recognized at board meeting.	Administration	Teachers are nominated by their peers each nine weeks. At the end of year, Teacher of Year Committee will select the EJHS Teacher of the Year to be honored at the EISD Teacher of the Year Banquet.				
Strategy 2.1.5 EJHS Administrators will consult with teaching staff in order to develop appropriate professional development activities.	Administrators, TLC Department, Site Base Team	Staff Development survey results				
Funding Sources: 199 - General Fund: Local - 0.00						
Strategy 2.1.6 EJHS teachers will attend appropriate and relevant staff development opportunities in order to improve their practice.	Administration	Teachers not only improve their craft but also share information with their peers.				
Funding Sources: 199 - General Fund: Local - 0.00						
Strategy 2.1.7 (T-PESS Indicator 2C) EJHS will continue to utilize its established SBDM and Department Head committees in order for campus leadership teams to provide input and feedback.	Administration, SBDM Team, Department Heads	Meeting Minutes				
Funding Sources: 199 - General Fund: Local - 0.00						
Strategy 2.1.8 EJHS staff will complete all required beginning of the year training modules via Google Classroom.	Administration	Increased planning and collaboration time for staff during inservice week in August.				
Strategy 2.1.9 EJHS teachers will be trained on the use of Eduphoria Forethought.	Administration	Summer 2018 Professional Development offerings				
Strategy 2.1.10 (T-PESS Indicator 3A, 3C) Principal will continue to have an open door policy that allows for two way communication between staff and Principal. EJHS Admin Team will be visible throughout the campus.	Administration	End of year survey				
Funding Sources: 199 - General Fund: Local - 0.00						
						

**District Goal 3: Empower staff with resources to ensure student excellence.**

**Core Belief Three: We are committed to providing the resources necessary to ensure educational excellence.**







**Campus Goal 3: Ennis Junior High will consider all resources in an effort to maximize learning for all students.**

**Performance Objective 1:** EJHS will continue to work within our campus allotted budget while meeting the needs of students and staff.

**Evaluation Data Source(s) 1:** 2018-2019 Campus Budget

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
Strategy 3.1.1 Ennis Junior High administration will make personnel decisions based on student needs and course selection data.	Administration, Counselors	Student:Teacher Ratio				
Funding Sources: 199 - General Fund: Local - 0.00						
Strategy 3.1.2 EJHS will share instructional support with EHS with the support of a full-time instructional coaches that will be responsible for Social Studies, ESL/Bilingual, and Science.	Administration	Fidelity of TRS implementation, TRS Unit Exam data, PLC notes, Lesson plans				
Funding Sources: 199 - General Fund: Local - 0.00						
Strategy 3.1.3 (T-P ESS Indicator 5C) EJHS will develop a campus budget that fits the needs of each department.	Administration, CFO	End of year account balance sheets				
Funding Sources: 199 - General Fund: Local - 0.00						
<b>Critical Success Factors</b> CSF 3	Administration, All Staff	Theme (EJHS-It's Home) will be displayed throughout the campus, on staff shirts as well as displayed in various social media platforms.				
Strategy 3.1.4 In order to secure consistent focus on campus, EJHS will create a theme for the school year that better fits our goal of creating a positive campus. "EJHS - It's Home"	Funding Sources: 199 - General Fund: Local - 0.00, 461 - Campus Activity Fund - 0.00					
<b>Critical Success Factors</b> CSF 3	Administration, All Staff	Staff feedback/survey				
Strategy 3.1.5 EJHS administration will provide staff with a weekly newsletter that communicates important dates, staff birthdays, family photos, and fun facts about our staff. The hope is to create positive relationships throughout building while keeping staff informed.	Funding Sources: 199 - General Fund: Local - 0.00					

<p><b>Critical Success Factors</b> CSF 1 CSF 5</p>	<p>Administration, Teaching Staff</p>	<p>EISD Education Foundation will award grant money to teachers to fund their learning projects.</p>				
<p>Strategy 3.1.6</p>		<p>Funding Sources: 199 - General Fund: Local - 0.00</p>				
<p>  = Accomplished          = Continue/Modify          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>						

**District Goal 4: Provide a safe and secure learning environment, cultivating character and high expectations.**

**Core Belief Four: We believe all students deserve to be educated in a safe and secure environment with high expectations for positive student behavior.**

**Campus Goal 4: Ennis Junior High will create an environment for student success by offering a climate that is healthy, positive and safe.**


**Performance Objective 1:** Ennis Junior High is focused more than ever to provide a safe and disciplined campus. EJHS will continue to implement PBIS in an effort to reduce discipline referrals.

**Evaluation Data Source(s) 1:** Completion of EISD Emergency Procedures and Drill log, Student Discipline Data, PBMAS Data, EISD PD Incident Data

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
4.1.1 (T-PESS Indicator 3D.4D) All new staff will complete the Region 10 training modules on suicide prevention and recognition, reporting of child abuse (physical and sexual), and sexual harassment.	Principal, Assistant Superintendent for Curriculum and Instruction	Staff completion rate of assigned modules.				
Funding Sources: 199 - General Fund: Local - 0.00						
4.1.2 Ennis Junior High will conduct fire, weather, and lock-down drills - Staff will be given instructions and evacuation maps along with training from EISD PD Chief. Drills will be coordinated with Ennis ISD PD and Ennis PD officers.	Ennis ISD PD Chief, Principal, Assistant Principals, Teaching Staff	Number of drills performed. After each drill, EISD PD and EJHS Admin will conduct a complete de-briefing in order to identify areas of concern. Entire staff will be briefed on our performance. Copy of evacuation maps and shelter in place instructions.				
Funding Sources: 199 - General Fund: Local - 0.00						
4.1.3 (T-PESS Indicators 4A,B,D,E) EJHS will continue to assign students to ISS, OSS, or DAEP when appropriate. The length of placements will be consistent and will reflect the severity of each offense.	EJHS Administrators, DAEP Lead Teacher, PEIMS Discipline Secretary for EJHS, Campus Discipline Coordinator	PEIMS 425 Data				
Funding Sources: 199 - General Fund: Local - 0.00						

4.1.4 Ennis Junior High School will provide incentives and rewards for Perfect Attendance.	Assistant Principals, Attendance Clerk, Student Services Director	Average daily attendance rate for 2018-2019. Number of students receiving awards, number of students that are denied credit for lack of attendance for high school credit classes, number of truancy cases filed by EJHS.				
Funding Sources: 461 - Campus Activity Fund - 0.00						
4.1.5 (T-PESS Indicator 4E) Ennis Junior High School administrative staff will review discipline data from PEIMS 425 records at the completion of each grading period in order to determine or identify any trends or other issues that may need correction.	Principal, Assistant Principals	Survey data, raw discipline data, individual teacher and student discipline data, PBIS reports				
Funding Sources: 199 - General Fund: Local - 0.00						
4.1.6 EJHS will conduct random drug and weapon searches of the parking lot and classrooms with trained detection canines an average of 2 times per month.	Principal, Assistant Principals	The number of searches conducted as well as the amount of contraband found.				
Funding Sources: 199 - General Fund: Local - 0.00						
4.1.7 (T-PESS Indicator 4D, 4E) Ennis Junior High School will actively investigate claims of bullying, including bullying by electronic means. EJHS administrators will utilize "cease and desist" documents in order to enforce directives to students regarding harassment and/or bullying issues.	Assistant Principals	Number of "cease and desist" documents signed during the 2018-2019 school year. Number of students disciplined for violating "cease and desist" directives.				
Funding Sources: 199 - General Fund: Local - 0.00						
4.1.8 Ennis Junior High School teachers will make nine positive parent contacts each nine weeks - one contact per week. The contact must be by telephone or face-to-face.	Principal, Assistant Principals, Department Heads	Parent Contact Logs				
Funding Sources: 199 - General Fund: Local - 0.00						
4.1.9 Ennis Junior High School Staff will be assigned duty stations either before or after school and in specific locations to provide an adult presence and to serve as a deterrent to inappropriate behavior.	Principal, Assistant Principals	PEIMS 425 Records, Number of Incidents in common areas before and after school.				
4.1.10 EISD PD will hire two additional police officers in order to increase law enforcement coverage for EISD.	EISD Police Chief, Assistant Superintendent for Human Resources	Increased Police presence across the District.				
4.1.11 One EJHS Assistant Principal will be assigned to oversee all attendance related enforcement, Attendance Committee membership, and AC meeting schedules.	Principal, Assistant Principal	Attendance Rate for 18-19				
4.1.12 (T-PESS 5C, 5A, 4E, 4D, 4B, 4A) EJHS will continue to focus on the implementation of the PBIS process.	PBIS Action Team	Examples of Behavioral Expectation Lessons, Results of Student and Staff Survey Data.				
4.1.13 Ennis Junior High School will require all students to wear a student ID. Students will be required to use clear backpacks.	Principal, Assistant Principals, Teachers.	Student and staff security				
4.1.14 Ennis Junior High School will install security gates on designated on-campus surface streets in order to limit access to the building.	Ennis ISD PD, Campus Parking Lot Attendant, Principal	Increased campus security.				

 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue

**District Goal 5: Maintain a positive two-way partnership designed to strengthen the strategies aligned to the district vision and continuously improve teacher effectiveness and student outcomes.**

**Core Belief Five: We believe that maintaining a positive two-way partnership with our community will enhance and strengthen our school systems appeal.**


**Campus Goal 5: Ennis Junior High will develop a partnership with families and community in order to promote teacher effectiveness and student performance.**

**Performance Objective 1:** Ennis Junior High will strive to improve communication and relations with families and community at large.

**Evaluation Data Source(s) 1:** Documentation of Positive Parent Contacts, Attendance at School Events, Community Member Feedback

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
5.1.1 Continue to meet with team leaders and the site base team on a regular basis to address and plan throughout the year as well as discuss strategies to address campus needs.	Principal, Team Leaders, Site Base Committee Members	Sign in sheets from meetings.				
	Funding Sources: 199 - General Fund: Local - 0.00, 211 - Title I, Part A Improving Basic Program - 0.00					
5.1.2 Continue to meet regularly with the Superintendent and other members of the Senior Cabinet as well as the Curriculum Director to be informed of district initiatives and policies that meet the needs of teachers and students.	Administration	Consistent meetings with District staff.				
	Funding Sources: 199 - General Fund: Local - 0.00, 211 - Title I, Part A Improving Basic Program - 0.00					
5.1.3 Student announcements will be conveyed to students through the TV screens in the cafeteria and Library. Student announcements will be made during 2nd period, during lunch times, and reminders will be made at the end of the day before dismissal, in addition to continuing the use of our media broadcast system filmed by students.	Administrators, Counselor, Librarian, Teachers	Students and parents will be more aware of campus events and there will be increased attendance at events and school wide activities.				
5.1.4 (T-PESS Indicator 4C, 5D) Ennis Junior High School teachers will make nine positive parent contacts each nine weeks - one contact per week. The contact must be by telephone or face-to-face.	Principal, Assistant Principals, Department Heads	Parent Contact Logs				
	Funding Sources: 199 - General Fund: Local - 0.00					

5.1.5 (T-PESS Indicator 4C) Ennis Junior High School Principal will work with the community in order to promote EJHS and foster a positive relationship with all stakeholders.	Superintendent, JHS Principal	Portfolio submission				
	Funding Sources: 199 - General Fund: Local - 0.00					
5.1.6 (T-PESS Indicator 5D) The Junior High principal will attend scheduled administrative meetings and actively participate in the creation, interpretation, and implementation of district policies and practices.	Principal	Meeting attendance, drafts and revisions of policy or practices.				
	Funding Sources: 199 - General Fund: Local - 0.00					
5.1.7 (T-PESS Indicator 3C) EJHS will maintain a campus Facebook page and will implement a campus Twitter page to communicate with staff, students, parents, and the community. The principal will maintain a Remind 101 class for EJHS Staff.	Principal, Assistant Principals	Number of posts, number of tweets, number of people reached by the posts. Use of Remind 101.				
						



**District Goal 6: Provide high-quality facilities with an instructional focus.**


**Core Belief Six: We believe our facilities should be of the highest quality and well maintained to meet the needs of all stakeholders of the district.**

**Campus Goal 6: Ennis Junior High will cultivate a sense of campus pride via well maintained facilities.**

**Performance Objective 1:** Ennis Junior High will continue to strive to keep our facilities and grounds clean and orderly. We will report and monitor maintenance requests in a timely manner.

**Evaluation Data Source(s) 1:** Overall appearance of interior and exterior of campus, maintenance help desk response time

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
6.1.1 Ennis ISD will use Maximo software to report physical plant work orders. Ennis Junior High School will send work tickets through the office of its administrative staff.	Principal, Assistant Principal, Sodexo General Manager	Amount of time that lapses between when an issue is reported and when the issue is corrected or repaired.				
Funding Sources: 199 - General Fund: Local - 0.00						
6.1.2 Ennis Junior High School administration will conduct daily checks/inspections of locations on campus and report or immediately correct vandalism or tagging.	Administrative staff, custodial staff	Appearance of the building and facilities will demonstrate success.				
Funding Sources: 199 - General Fund: Local - 0.00						
6.1.3 Ennis Junior High School will assign a member of the custodial staff to monitor the outside grounds every day.	Principal, Assistant Principal, Lead Custodian	Well maintained and clean exterior of the building.				
Funding Sources: 199 - General Fund: Local - 0.00						
6.1.4 Ennis Junior High School Principal will conduct a monthly meeting with the Sodexo General Manager to discuss building use and cleaning for the upcoming week. The meeting will occur on Monday (schedule permitting) immediately following the scheduled Principal's meetings.	Principal, Sodexo General Manager	Cleanliness of the building and grounds as well as the number of instances requiring remediation.				
Funding Sources: 199 - General Fund: Local - 0.00						
6.1.5 Ennis ISD PD will conduct daily exterior door checks and report maintenance issues as needed.	EISD PD, Principal, Assistant Principals	Decreased security issues related to open exit doors.				
						

## System Safeguard Strategies

District Goal	Objective	Strategy	Description
1	1	6	Strategy 1.1.6 Allocate and schedule effective instructional time in the master schedule for Special Education students. This scheduling will maximize in-class and inclusion support.

## Site-Based Decision Making Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Wade Bishop	Principal
Administrator	Matt Queen	Asst. Principal
Non-classroom Professional	Diane Lanicek	Counselor
Non-classroom Professional	Johna McGuire	Librarian
Classroom Teacher	Judi Tabb	Teacher
Classroom Teacher	Jana Wastoskie	Teacher
Classroom Teacher	Staci Nunez	Teacher
Classroom Teacher	Amanda Pinckard	Teacher
Classroom Teacher	Justin Araujo	Teacher
Parent	Stephanie Waldrop	Parent
Parent	Jaclyn Caldwell	Parent
Business Representative	Replacing 1 Member	
Business Representative	Replacing 2 Member	
Community Representative	Replacing 3 Member	
Community Representative	Replace 4 Member	

# Campus Funding Summary

199 - General Fund: Local					
District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	1	2			\$0.00
1	1	3			\$0.00
1	1	4			\$0.00
1	1	5			\$0.00
1	1	6			\$0.00
1	1	7			\$0.00
1	1	8			\$0.00
1	1	9			\$0.00
1	1	10			\$0.00
1	1	11			\$0.00
1	1	12			\$0.00
1	1	14			\$0.00
2	1	1			\$0.00
2	1	2			\$0.00
2	1	3			\$0.00
2	1	6			\$0.00
2	1	7			\$0.00
2	1	8			\$0.00
2	1	11			\$0.00
3	1	1			\$0.00
3	1	2			\$0.00
3	1	3			\$0.00
3	1	4			\$0.00

3	1	5			\$0.00
3	1	6			\$0.00
4	1	1			\$0.00
4	1	2			\$0.00
4	1	3			\$0.00
4	1	5			\$0.00
4	1	6			\$0.00
4	1	7			\$0.00
4	1	8			\$0.00
5	1	1			\$0.00
5	1	2			\$0.00
5	1	4			\$0.00
5	1	5			\$0.00
5	1	6			\$0.00
6	1	1			\$0.00
6	1	2			\$0.00
6	1	3			\$0.00
6	1	4			\$0.00
<b>Sub-Total</b>					\$0.00
<b>199 - State Compensatory Ed (SCE): State</b>					
<b>District Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	6			\$0.00
<b>Sub-Total</b>					\$0.00
<b>211 - Title I, Part A Improving Basic Program</b>					
<b>District Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	1			\$0.00
1	1	2			\$0.00
1	1	5			\$0.00

1	1	8			\$0.00
2	1	1			\$0.00
5	1	1			\$0.00
5	1	2			\$0.00
<b>Sub-Total</b>					\$0.00
<b>224 - IDEA B, Formula (SpEd)</b>					
<b>District Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	6			\$0.00
<b>Sub-Total</b>					\$0.00
<b>263 - Title III, LEP</b>					
<b>District Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	5			\$0.00
<b>Sub-Total</b>					\$0.00
<b>410 - IMA-Instructional Materials Allotment</b>					
<b>District Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	8			\$0.00
<b>Sub-Total</b>					\$0.00
<b>461 - Campus Activity Fund</b>					
<b>District Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
3	1	4			\$0.00
4	1	4			\$0.00
<b>Sub-Total</b>					\$0.00
<b>Grand Total</b>					\$0.00