

**Judson Independent School District**  
**Judson Secondary Alternative School**  
**2016-2017 Campus Improvement Plan**

# Mission Statement

**We will accomplish this vision by providing a dedicated, professional, and highly qualified staff. We will ensure a challenging district based curriculum that is developmentally appropriate. We will provide high academic and behavioral expectations for all students. We will use best practices based on individual needs to strengthen student learning.**

# Vision

**The vision of the Judson CARE Academy is to develop and nurture independent, responsible students with a desire for lifelong learning.**

# Value Statement

Students First Teamwork Accountability Results-Oriented Loyalty Integrity and Mutual Respect Safe and Secure environment Two-Way Communication

## District Core Values:

Students First

Team Work

Accountability

Results-Oriented

Loyalty

Integrity and Mutual Respect

Safe and Secure Environment

Two-Way Communication

**Rock Solid Leadership**

Long Term Vision

Excellence

Advance Planning

Determination, Discipline, Drive

Enthusiastic

Responsibility

Sacrifice

Humor and Humility

Influence

Perseverance

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

The data indicated an overall reduction in the total number of students placed at the alternative school. In addition, the recidivism rate was reduced.

### Demographics Strengths

Due to the small size of our campus our student receive additional instructional support. Also the structured nature of the campus allows students to focus on getting their academics in order.

### Demographics Needs

The data placement indicates that the majority of student placed at the Alternative school were Hispanic or African American. Also indicated in the data was that the majority of placements at the alternative were for possession of some type of drug. The patterns clearly indicate a need to reduce the number of minority students assigned to the alternative and a need for counseling services that target substance abuse.

## **Student Achievement**

### **Student Achievement Summary**

The data indicated that most students that entered the J CARE Academy had failing grades. In addition, assessment history also indicated that students' State Testing data was below state average.

### **Student Achievement Strengths**

The PEIMS data indicated that the majority of students improved their grade average during their placement.

### **Student Achievement Needs**

The data indicates that high school students lacked credit from previous school years. In addition, middle school students were found to be below grade level in reading, writing, and math.

## **School Culture and Climate**

### **School Culture and Climate Summary**

The school is comprised of a cohesive group that places a high emphasis on safety and security. Daily routines and procedures are strictly followed to provide students with a sense of predictability and safety.

### **School Culture and Climate Strengths**

The faculty is receptive to staff development that addresses personal and professional growth. The school culture places a high importance on establishing and building relationship with children.

### **School Culture and Climate Needs**

The campus will continue to utilize funding to address student relationship building and curriculum development. In addition, staff will continue to participate in staff development that will help to create professional learning communities.

## **Staff Quality, Recruitment, and Retention**

### **Staff Quality, Recruitment, and Retention Strengths**

Staff development that address pedagogy in content area and building relationships with students will be an on-going need. The high staff retention rate allows the campus to have a stable environment.

### **Staff Quality, Recruitment, and Retention Needs**

The campus will need on-going staff development and will continue to support professional growth amongst the faculty. Administration will continue to foster open communication with all stake holders at the campus through frequent professional learning community meetings. Administration will work to recruit the highest quality employees by attending local job fairs and contacting local universities for potential teachers.

## **Curriculum, Instruction, and Assessment**

### **Curriculum, Instruction, and Assessment Summary**

The campus provides high levels of instruction and continues to follow district curriculum scope and sequence. In addition, the campus follows district and state assessment requirements.

### **Curriculum, Instruction, and Assessment Strengths**

In accordance with district curriculum requirements, teachers deliver high quality instruction and utilize scaffolding to assist students who are below grade level. The staff is receptive to professional growth and development that addresses pedagogy and building student relationships to manage behaviors.

### **Curriculum, Instruction, and Assessment Needs**

The campus needs improved technology to assist in curriculum delivery. Staff also needs continued staff development in content areas.



## **Family and Community Involvement**

### **Family and Community Involvement Summary**

The campus continues to utilize Bright Arrow Jumpstart, monthly new letters, and parent conferences to communicate campus and district needs.

### **Family and Community Involvement Strengths**

The faculty initiates frequent parent contact through phone calls and emails. In addition, parent conferences are held for students having academic and behavioral challenges.

### **Family and Community Involvement Needs**

This campus needs to address parent needs by providing substance abuse education for parents and students. The campus will hold a parent information night once each semester to discuss: state testing requirements, positive behavior strategies, drug abuse awareness and post secondary information.

## **School Context and Organization**

### **School Context and Organization Summary**

For the 2015-2016 school year, there are several programs at the Judson Secondary Alternative School campus. Housed within the campus are the following programs; Elementary (1-5) Alternative School, Secondary (6-12) Alternative School, Judson Achievement Center (JAC) for Middle School and High School, Adult Years Vocational Program (AYVP) and Judson Academy for Continuing Education (Boot Camp).

### **School Context and Organization Strengths**

Due to the added supervision within our J CARE program, strict dress code enforcement, and the campus policies for student behavior/interactions, disruption on our campus is very limited. To ensure the safety of our staff and students, we have the following requirements: student must ride the bus to school and home, all students are searched upon arrival to the campus, all student pass through a metal detector upon arrival to campus, the students transition to a class in a single class rotation, students are not permitted to talk in the hallways or at lunch, and all students are escorted, by an adult, anytime they leave the classroom. Parents are notified immediately of any issue that involves their child.

Some programs have more flexibility for movement however due to the nature of the student disabilities, close supervision is vital to the success of each student and program.

### **School Context and Organization Needs**

The campus will have CPI and CPR training ever year to keep their certification valid. Materials that are utilized during student check-in to ensure the safety of our campus will be purchased as necessary.

# **Technology**

## **Technology Summary**

Technology is an area of need at J CARE. Limited computer are available in teacher's classrooms. Students assigned to J CARE are in need of computers in the classroom to be able to work on programs such as E2020 for credit recovery for high school students. In addition, the middle and elementary school students need to be able to access programs that are available on their home campuses to keep from losing academic progress while assigned to JSAS.

## **Technology Strengths**

Teachers are proficient in computer literacy.

## **Technology Needs**

Classroom teachers need updated student computers and additional computers in classrooms to meet the needs of the students. Nooks and ipads need to be available for classroom instruction. Administration and office staff need additional and updated computers.

# 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

## Student Data: Assessments

- Student failure and/or retention rates

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data

## Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Violence and/or violence prevention 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
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- PDAS and/or 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
- Action research results



# Goals



## Goal 1: Provide a comprehensive educational support system that focuses on rigor, relevance, and relationships to promote high levels of student success










**Performance Objective 1:** Content Areas & Demographics -J CARE will increase student performance in all content areas, sub populations, and at-risk students by 10% for the 2016/2017 academic year.

**Evaluation Data Source(s) 1:** STAAR/EOC Report, CBA data, TAPR Report, data from Eduphoria, & Eschool

### Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>1) Implement a challenging, rigorous curriculum that addresses the state standards and assessments &amp; meets state and federal mandates for all students in all content areas.</p> <p>Activities- boot camp student will receive instruction in all content areas by a certified teacher, teachers will attend staff development for best teaching practices &amp; hands-on learning tools- Lead4Ward</p>	Administration, Counselor, Teachers	lesson plans, walk-throughs, PLC agendas & sign-in sheets,				
Funding Sources: 171-7 State Compensatory Education - \$500.00						
<p>2) Provide a comprehensive PE program that meets all the requirements of the Physical Education TEKS 1 through 8 in order for all students to gain knowledge, skills, and appreciation of physical fitness.</p> <p>Activities: Implement instructional strategies&amp; best practices in P.E. weekly. Implement health and wellness program that enhances the health and well-being of all students while promoting good health.</p>	Administrators, PE teacher	lesson plans, walk-throughs				
Funding Sources: 171-7 State Compensatory Education - \$200.00						

<p>3) Continue to implement and support an effective program of instruction for linguistically and culturally diverse students so that they may master the state curriculum and to facilitate students in acquiring English as a second language.</p> <p>Activities: Address the Linguistic &amp; Academic needs of the English Language Learners through the implementation of state mandated standards, curriculum &amp; assessment.</p> <ul style="list-style-type: none"> <li>* Provide new teachers training on the utilization of the Educator Guide to TELPAS to meet students areas of need based on ELL students' TELPAS data.</li> <li>* Staff will attend JISD Best Practices training to address the needs of LEP students.</li> <li>* Academic needs of English Language Learners receiving Spanish instruction and assessments will be addressed by implementing JISD Best Practices such as: <ul style="list-style-type: none"> <li>* ESL/ SLL Cues (for support)</li> <li>* ELPS Language Objective Stem</li> <li>* Second Language Acquisition Strategies</li> <li>* Classroom Teacher's ESL Survival Packet</li> </ul> </li> </ul>	Administrators, counselor, teacher	training agendas, sign-ins sheets				
<p>4) Provide each student with an individualized education program designed to meet the student's specific needs as an exceptional learner in accordance with the IDEA, Section 504, and ADA all provided within the least restrictive environment.</p> <p>Activities:</p> <ul style="list-style-type: none"> <li>* Implement Reading, Writing, &amp; Math programs to increase the passing rate of STARR for all special education students.</li> <li>* Implement inclusionary model based on student's IEP with support from JISD Special Ed Coordinator.</li> <li>* Monitor &amp; verify that Special Education students assessed by the STAAR meet the participation requirements.</li> <li>* Implement the student Enrollment Special Program Check-off list to ensure Special Ed students are serviced and properly coded in PEIMS.</li> <li>* Ensure all students identified are receiving services according to their IEP. (comparable services)</li> <li>* Implement instructional strategies to help Special Ed students meet IEP goals such as: <ul style="list-style-type: none"> <li>* small group instruction</li> <li>* project based activities</li> <li>* graphic organizers</li> <li>* classroom lessons/activities to it student's identified areas of need</li> <li>* supplemental resources (sentence starters, word banks/interactive word walls, dictionaries, &amp; thesaurus)</li> </ul> </li> </ul>	administrators, counselor, PEIMS clerk	PEIMS reports				Funding Sources: 161-6 Special Education - \$400.00

<p>5) Establish and implement effective instructional leadership models for site-based decision making practices at J CARE.</p> <p>Activities:            *Instructional leadership team will support &amp; implement Campus based decision-making practices:            *Provide strong instructional leadership support for all school programs.</p>	Principal	SBDM agendas & sign-in sheets				
<p>6) Increase 21st century knowledge and skills for all students through digital citizenship and learning activities that consistently incorporate information access, collaboration, creativity, innovation, critical thinking and problem solving.</p> <p>Activities:            * By 5/30/17 all teachers will have had at least 2 trainings on the Technology Applications TEKS for all grades represented at J CARE .            * Provide online safety awareness and training for teachers by 10/31/16.            *Purchase new technology equipment, software, and hardware as needed.</p>	Principal, Asst. Principal, Counselor	Completion Rate of E20/20, Istation reprot				
<p>7) Provide curriculum and instruction for all high ability learners, GT Students, by modifying the depth, complexity, and pacing of the general school program.</p> <p>Activities:            *Lesson plans to include differentiation for GT students.</p>	Principal	lesson plans				
<p>8) Provide Migrant students with supplemental educational resources such as but not limited to:            *opportunities to transition from migratory lifestyle with additional support from campus            *offer schools supplies            *tutoring during instructional day            *Backpack San Antonio Food Bank Program</p>	Counselor, assigned teachers					
<p style="text-align: center;">  = Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>						










**Goal 1:** Provide a comprehensive educational support system that focuses on rigor, relevance, and relationships to promote high levels of student success

**Performance Objective 2:** Instructional Technology: Increase 21st century knowledge and skills for all students through digital citizenship and learning activities that consistently incorporate information access, collaboration, creativity, innovation, critical thinking and problem solving.

**Evaluation Data Source(s) 2:** 2015-2016 EOC/STAAR Performance at or above the state standards, Report cards, Walkthroughs, T-TESS, CBAs

**Summative Evaluation 2:**





Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Increase students' proficiency of the Technology Application TEKS by 35% in the content areas by implementing adopted online materials. Activities: *teacher will Incorporate Technology Applications TEKS in lesson plans 2x a week	Principal, Asst. Principal	lesson plans, student projects				
Funding Sources:						
2) Provide online safety awareness and training. Activities: * train teachers by 10/31/15 *train students as they are placed in J CARE	Principal, Technology Committee	agenda, sign-in sheets				
Funding Sources:						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						







**Goal 1:** Provide a comprehensive educational support system that focuses on rigor, relevance, and relationships to promote high levels of student success

**Performance Objective 3:** Counseling Services; All students will be provided opportunities to engage in counseling services

**Evaluation Data Source(s) 3:** Counselor Quarterly Report

**Summative Evaluation 3:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>1) All Students will engage in counseling techniques/sessions to improve mental health and overall emotional functioning</p> <p>Activities:                      *Group counseling 2x per grading period                      *emergency counseling session</p>	Counselor	PEIMS Student Discipline data				
Funding Sources:						
<p>2) Counselor will work closely with counselors at home campuses to:</p> <p>* ensure students' schedules are comparable to schedules at home campuses to ensure credit attainment.                      *build &amp; communicate Transition Plan with home campus</p>	Counselors, Principal, Asst. Principal, Teachers	Credits attained, grades, schedules, transition plan report				
Funding Sources:						
<p>3) Implement outdoor gardening area to promote patience and understanding for situations that cause anxiety, stress, &amp; grief.</p> <p>Activity: Labyrinth Garden</p>	Counselor, Principal, Teachers	student survey				
Funding Sources:						
<p>4) Utilize the JISD Student Residency Questionnaire (SRQ) to determine the services the student may be eligible to receive through McKinney-Vento Act 42 U.S.C 11434a (2).</p> <p>Activities:                      -Counselor will meet with legal guardian, assesses which services will be needed, &amp; provide district McKinney-Vento liaison with necessary documents.                      -After Assessing student need Counselor will provide the following:                      *PIE Voucher (clothing)                      *School Supplies                      *Place on SA Food Bank list for Backpack Program                      -Counselor will conduct a follow-up conference to monitor student's academic and family needs</p>	Counselor					
Funding Sources:						







5) Utilize the JISD Family Survey to determine if the student is eligible to receive Migrant services Activities: Counselor will meet with legal guardian, assesses which services will be needed, & provide information for services such as but not limited to: Clothing, brochures for medical and community resources, school supplies, San Antonio Food Bank Backpack Program, ESC 20 Migrant Program information, etc.	Counselor					
	Funding Sources:					
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 1:** Provide a comprehensive educational support system that focuses on rigor, relevance, and relationships to promote high levels of student success

**Performance Objective 4:** Provided funding to support the Alternative School Program to help struggling students perform academically to meet the state standards.

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**



Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide resources that will promote the academic and social emotional success of J CARE students such as but not limited to : instructional materials, incentives for managing behavior, supplies and materials, clothing, technology items such as nooks, ipads, laptops, etc, parental involvement resources, etc. & classroom/office supplies to support all academic areas	Principal, secretary	equitable, transparent & balanced budget				
	Funding Sources: 171-7 State Compensatory Education - \$4,000.00					
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 1:** Provide a comprehensive educational support system that focuses on rigor, relevance, and relationships to promote high levels of student success

**Performance Objective 5:** Measurement and Assessment: Utilize district-wide valid and reliable assessment monitoring tools to measure student learning and provide feedback on instruction.

**Evaluation Data Source(s) 5:** Euphoria Reports

**Summative Evaluation 5:**








Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Review multiple measures of data to establish an Accountability Intervention System for critical areas of need.  Activities: *create excel worksheet to track students progress *collaborate with district personnel to access student testing data *use data to drive PLCs discussions *create Intervention Plan to target areas of need	Principal, Counselor, PEIMS Clerk	Intervention Plan				
Funding Sources:						
						

## Goal 2: Promote a community and school involvement program that engages all stakeholders

**Performance Objective 1: Parental Involvement:** Increase parent involvement to promote their children's success in academic performance.

**Evaluation Data Source(s) 1:** parent survey, community survey

### Summative Evaluation 1:






Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Develop and/or revise jointly and with the assistance of parents a written School-Parent-Student Compact & Parental Involvement Policy by 1/30/17.	Principal, Asst. Principal, & SBDM	agendas & sign-ins sheet				
Funding Sources:						
2) Ensure communication of all campus meetings and activities with all education, business and community stakeholders.	Principal, Technology Committee	current/update web-site				
Activities: *compose a technology committee *technology committee will maintain campus web-site which will provide the following information: monthly newsletter, upcoming events, testing dates, attendance expectations, etc.	Funding Sources: 171-7 State Compensatory Education - \$300.00					
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						




**Goal 2:** Promote a community and school involvement program that engages all stakeholders

**Performance Objective 2:** J CARE will maintain a 96.3% attendance rate or better for the 2016/2017 academic year.

**Evaluation Data Source(s) 2:** PEIMS reports, Attendance tracking log

**Summative Evaluation 2:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) A home visit will be conducted on students that miss three or more days	Attendance Clerk, Campus Administrators, District Attendance Office	Student will return to school and overall attendance rate will increase				
Funding Sources:						
2) Phone call will be initiated by the attendance clerk each time a student is absent and documentation will be maintained and entered into Attendance Tracker.	Attendance Clerk , Principal	Improved student attendance				
Funding Sources:						
3) Parent conferences will be held with students who have three consecutive absences. Contact will be made at 3, 5, and 8 absences.	Administrators, counselors, Teachers, Attendance Clerk	Attendance Report, Sign In Sheets, Agenda, Parent Contact Log				
Funding Sources:						
4) In-take process will include attendance expectations and processes.	Administrators	In-take packet				
Funding Sources: 171-7 State Compensatory Education - \$300.00						
5) Provide two field trips for J CARE students to promote a sense of service to community and help students understand impact their behavior has on school and community. Field trips will focus on Sobriety, law enforcement, Food Bank Volunteers, etc.	Administration, Counselor, Teachers and Staff	Participation in Field Trips, Agenda, Discipline Report				
Funding Sources: 171-7 State Compensatory Education - \$800.00						
6) Provide incentives when students have perfect attendance for 10 consecutive days, 20 consecutive days, and entire assigned days while at J CARE such as but not limited to: *Non-contact game against school personnel - i.e. volleyball, around the world basketball, track, etc. *Fine Arts Fridays - participate in creating paintings/drawing *Name submission into raffle for donated portable speakers						

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue



**Goal 2:** Promote a community and school involvement program that engages all stakeholders

**Performance Objective 3:** Increase parent usage of Parent Center by 20% in order to monitor student grades, discipline, attendance and cafeteria account.

**Evaluation Data Source(s) 3:** Parent Center usage report

**Summative Evaluation 3:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide Parent Center registration opportunities during the following events: Registration In-take Process Parent Meeting	Principal, Asst. Principal	Parent Center usage report, survey				
Funding Sources:						
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue						

**Goal 2:** Promote a community and school involvement program that engages all stakeholders

**Performance Objective 4:** Support Parent & Community Engagement: attend conferences, workshops, and other types of staff development to increase the level of support for parents and community members.

**Evaluation Data Source(s) 4:** Parent Survey/Questionnaire

**Summative Evaluation 4:**









Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Ensure that parents have the opportunity to attend conferences, classes, and campus level training at least 4x per year.  Activities: Meet the Teacher Night Social/Emotional Growth Night Texas Public School Week Parent Symposium Region 20	Principal, Asst. Principal, Counselor	Parent survey, registration to conferences				
Funding Sources: 171-7 State Compensatory Education - \$200.00						

**Goal 2:** Promote a community and school involvement program that engages all stakeholders

**Performance Objective 5:** Increase parent communication by utilizing technology

**Evaluation Data Source(s) 5:** Parent Surveys

**Summative Evaluation 5:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Utilize Jumpstart Bright Arrow system to communicate with parents as allowable	Administration	Parents will report high levels of satisfaction on pre and post surveys				
Funding Sources:						
2) Teachers will initiate a parent phone call on each student-2x during student assignment; upon entry and at a minimum the week prior to withdrawal.	Administrators, Teachers	Parents will report high levels of satisfaction on surveys				
Funding Sources:						
3) Utilize Campus Marquee Sign to post information for the community	Administrator and Campus Custodian					
Funding Sources:						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 3: Design a plan that will ensure the competency of teachers with intent to recruit, employ, develop, and retain highly effective staff to ensure academic accountability, leadership, guidance and direction.**

**Performance Objective 1:** Highly Effective Instructional Staff: J CARE teachers will meet the Highly Effective No Child Left Behind (NCLB) standard of 100% in all core academic subject area, including English Language Arts, Reading, Mathematics, Science, Civics and Government, Economics, Social Studies, History, and Geography.

**Evaluation Data Source(s) 1:** HE report

**Summative Evaluation 1:**




Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Implement procedures and processes to ensure effective personnel are recruited, hired, and retained by 8/10/2016.  Activities: Hire teachers/paraprofessionals that are highly effective and express a desire to work with at-risk students	Administration, SBDM	Teachers selected will remain at the campus 3 or more years				
		Funding Sources:				
2) Utilize TALENT ED software and Human Resources to recruit effective personnel  Activities: *Post and fill vacancies in a timely manner via Talent Ed *Collaborate with HR directors to participate in job fairs through the year	Principal					
		Funding Sources:				
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue						










**Goal 3:** Design a plan that will ensure the competency of teachers with intent to recruit, employ, develop, and retain highly effective staff to ensure academic accountability, leadership, guidance and direction.

**Performance Objective 2:** Professional Development: Build instructional capacity and effectiveness for all instructional staff through targeted training (Minimum 24 Continuing Professional Development hours per year).

**Evaluation Data Source(s) 2:** PD certificates

**Summative Evaluation 2:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Implement a process to mentor new teachers or staff to the J CARE campus.  Activities: *New teachers and/or staff will be assigned a campus mentor and attend district staff development to facilitate effective transition to the field of education	Principal, Asst. Principal	staff survey				
Funding Sources:						
2) Our campus will utilize assessment data to determine Professional Growth and Development, continue Professional Learning Communities (PLC), and provide instructional supports throughout the 2016-2017 school year to increase the number by 10% of students who meet or exceed the 2016-2017 Texas assessment standards.	All Staff	2016-2017 EOC/STAAR Performance data, Report cards, Walkthroughs, T-TESS, CBAs				
3) Administration will belong to professional organizations such as ASCD, TASSP, etc. that provides the opportunity to learn new strategies that will benefit the campus and students.	Administration	Knowledge learned will be shared during staff meetings. Agendas & sign-in sheets				



<p>4) Provide opportunities for all administrative and instructional staff to attend educational conferences, seminars and/or professional development, and participate in book study to keep abreast of upcoming trends &amp; patterns in learning.</p> <p>Activities:  *Attend new evaluation system training - T-TESS  *Principal &amp; Asst. Principal attend T-TESS  *Principal attends T-PESS  *Teachers will participate in book study in order to facilitate personal and professional growth  *Teachers will participate in a professional learning community that fosters collaboration and increased involvement in campus decision making  *Grade Level Professional Learning Community (PLC) meetings will be held on a bi-weekly basis to discuss curriculum and student progress  *Attend professional development for new discipline model - Restorative Discipline  *Attend Alternative Conference, TSAS Conference, and DCDT Transition Conference  *Invite teachers to participate in Texas Gateway ELL online Courses  *Provide teachers with information regarding ELL/ESL certification opportunities</p>	Principal, Asst. Principal	agendas, sign-in sheets, evaluation forms				
Funding Sources: 171-7 State Compensatory Education - \$1,500.00						
5) Counselor will attend professional development /conferences related to students' safety, social/emotional and academic needs.	Administration, Counselor	Student attendance and academic reports				
6) All staff will receive training in FERPA and CPS reporting to ensure staff is aware of the state requirements for reporting abuse and the privacy rights of parents and students.	Administration	Sign In Sheets, Training agendas				
7) All J CARE, JACE, JAC, and AYVP staff will be trained in Crisis Prevention Intervention (CPI) and First Aid/CPR to ensure the safety of all students and staff	Administration	Sign in sheets, PEIMS report, training agenda, CPR and CPI Certifications				
Funding Sources: 171-6 State Compensatory Education - \$700.00						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 4: Provide additional support to the students participating in the Adult Years Vocational Program (AYVP) to meet the student's independent living goals.**

**Performance Objective 1:** Physical Education: Demonstrate the importance of physical activity for students in the Adult Years Vocational Program (AYVP).

**Evaluation Data Source(s) 1:** Data collection in AYVP

**Summative Evaluation 1:**







Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide students with strategies to plan physical activities and the use of equipment to practice a healthy fitness routine.  Activities: *instruction in planning fitness activities *Utilize JAS P.E. teacher to teach AYVP student how to properly use exercise equipment.	AYVP Instructors Administrators	Individual routines, walk-thrus Improved student physical health Student Surveys				
Funding Sources:						
						

**Goal 4:** Provide additional support to the students participating in the Adult Years Vocational Program (AYVP) to meet the student's independent living goals.

**Performance Objective 2:** Technology: Meet technology needs and improve curriculum delivery for students as they prepare to transition to post-secondary adulthood

**Evaluation Data Source(s) 2:** Power Points

**Summative Evaluation 2:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Utilize technology in the classroom to help students prepare for student lead ARDs.  Activities: *teacher will assist students as they demonstrate an understanding of their goals and needs	Principal, AYVP teacher	Baseline Data, Data collection throughout process, observation, assessment of student knowledge				
Funding Sources:						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						










## Goal 5: Provide a positive and safe learning environment for all stakeholders.

**Performance Objective 1:** Student Discipline: J CARE will implement the Restorative Discipline Model

**Evaluation Data Source(s) 1:** PEIMS Discipline Data, Referral monitoring system

### Summative Evaluation 1:







Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Build campus capacity to address problem behavior using positive behavior support.  Activities: *Campus will be trained in the Restorative Discipline Model (overview) through ESC 20 by September 2016 and University of Texas by end of January 2017. *Create support systems needed to implement Restorative Discipline *train all staff on referral monitoring system *creat social skills committe (teachers) *create mentor teacher student groups	Principal, Asst. Principal, counselor, teachers	PEIMS Discipline Data, Referral monitoring system, mentor teacher conference logs				
Funding Sources: 171-7 State Compensatory Education - \$1,200.00						
2) Campus Restorative Discipline Committee will meet regularly to review discipline strategies on campus  Activities: *meet monthly *monitor patterns in student behavior *submit severe behavior concerns to Principal & Asst. Principal	Principal, Asst. Principal, Counselor, Discipline Committee	Agenda, Sign in Sheets, Discipline Report				
Funding Sources: 171-7 State Compensatory Education - \$2,400.00						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 5:** Provide a positive and safe learning environment for all stakeholders.

**Performance Objective 2:** Emergency Operating Plan: All campus employees, and where applicable, students, will be trained on the emergency operations plan components.

**Evaluation Data Source(s) 2:** Fire Drill documentation

**Summative Evaluation 2:**









Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Implement proactive measures that will provide a safe learning environment for all students, faculty, & staff. Activities: *Provide each class with an Emergency Operations Plan to ensure each classroom is equipped with safety procedure & safeguards during an emergency. *Hold monthly Fire drills, & lock-down drill 1x per semester	Principal	Emergency Plan Binder	✔			
	Funding Sources: 171-7 State Compensatory Education - \$200.00					
2) Delivery of guidance curriculum will focus on developing good character with intent to promote exemplary behavior and zero tolerance for drugs and weapons	Counselor	PEIMS Discipline Data				
	Funding Sources: 171-7 State Compensatory Education - \$500.00					
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 5:** Provide a positive and safe learning environment for all stakeholders.

**Performance Objective 3:** Drug Free & Safe Schools -J CARE will decrease the incidents of student discipline regarding drug, alcohol, and tobacco by 10% for the 2016-17 school year from the previous school year.

**Evaluation Data Source(s) 3:** PEIMS Behavior Data, Student Referral System

**Summative Evaluation 3:**







Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) JISD Police Officers will hold a yearly presentation to promote drug & violence free school. .	Principal	PEIMS Discipline Data				
Funding Sources:						
2) Principal will attend the Texas Safety Conference for School Administrators in November 2015. Administration will present new information to staff.	Administration, Associate Superintendent	Attendance Certificate				
3) Survey of camera system across campus will be conducted to determine the need to upgrade defective/poor quality or ineffective cameras. Purchases will be made to upgrade or install camera where needed.	Administration	Survey and camera quality report				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 5:** Provide a positive and safe learning environment for all stakeholders.

**Performance Objective 4:** Bullying Prevention: Identify, implement, and provide training for all staff on a comprehensive bullying prevention program, and reduce the incidents of bullying by 20%.

**Evaluation Data Source(s) 4:** PEIMS Discipline Data, Surveys

**Summative Evaluation 4:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Continue to address House Bill 1942 & develop strategies on how J CARE will address the problem of bullying.  Activities: *Student and Parent exit surveys *lessons delivered during Social Skills class *Bully Prevention supplemental materials	Principal, Asst. Principal, Counselor, Teachers, Paraprofessionals	PEIMS Discipline Data, surveys				
Funding Sources: 171-7 State Compensatory Education - \$250.00						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 5:** Provide a positive and safe learning environment for all stakeholders.

**Performance Objective 5:** Climate: J CARE will develop a shared vision, mission, core values, belief statements, and behavioral norms that promote, enhance and sustain a positive school climate that focuses on professionalism and student success.

**Evaluation Data Source(s) 5:** climate survey, staff, student, parent, community surveys

**Summative Evaluation 5:**

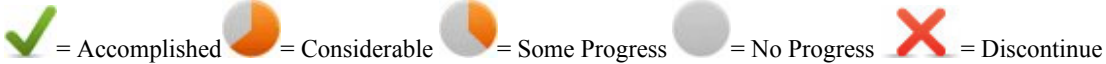
Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Compose a Campus Based Decision Making team (SBDM), to include parent, district administration & business representation to facilitate campus decision making.  Activities: *hold nominations/elections by September 2016. *invite parent, district administrator, and business owner to become a member of J CARE SBDM *hold monthly meetings from October 2016 thru May of 2017	Principal & Asst. Principal	Committee list, meeting agendas and sign-in sheets				
Funding Sources:						
2) Provide students multiple opportunities to participate in a wide range of pro-social activities.  Activities: *campus presentations from community entities that promote safety, pro-social skills, etc.	Principal, Asst. Principal, Counselor	agendas, sign-in sheets				
Funding Sources: 171-7 State Compensatory Education - \$150.00						
3) Provide staff members multiple opportunities to participate in a wide range of pro-social activities throughout the year.  Activities: Breakfast Feast Luncheons Birthday Recognition Potluck Feasts	Principal, Asst. Principal, Secretary					
= Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 5:** Provide a positive and safe learning environment for all stakeholders.

**Performance Objective 6:** Crisis Prevention Intervention: Increase the number of staff trained to assist students in a crisis situation to minimize the potential for psychological trauma.

**Evaluation Data Source(s) 6:** CPI Certifications

**Summative Evaluation 6:**







Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Ensure all staff members are a part of the Crisis Prevention Intervention (CPI) team.	Principal, Asst. Principal	CPI training, sign-in sheets, CPI Certifications	✓			
Funding Sources:						
						

**Goal 5:** Provide a positive and safe learning environment for all stakeholders.

**Performance Objective 7:** The recidivism rate for the alternative school will decrease by 10%

**Evaluation Data Source(s) 7:** Student will remain enrolled at home campus after J CARE assignment

**Summative Evaluation 7:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Students assigned to the J CARE will receive transition services when they return to their home campus. Teachers and administration will schedule visits to the home campus to make contact with students to determine progress.	Principal, Asst. Principal, Counselor, Teachers	Recidivism report, student academic data, teacher feedback,				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 5:** Provide a positive and safe learning environment for all stakeholders.

**Performance Objective 8:** To utilize JACE (Boot Camp) program for students who are unsuccessful in the Judson DAEP Program (J CARE).

**Evaluation Data Source(s) 8:** Attendance data in JACE/ J CARE

**Summative Evaluation 8:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide students with a rigorous academic education through military principles	Drill Instructors, Teachers, Administration, Counselor	Report Cards, Discipline Report, Successful Completion of JACE (Boot Camp) and Recidivism Rate				
2) Provide students and staff with necessary clothing, instructional materials and supplies to participate in the Boot Camp program.	Administration, Drill Instructors, Teachers	Successful completion of Boot Camp/JACE program				
Funding Sources: 171-7 State Compensatory Education - \$500.00						
3) Students will receive character education utilizing research based military concepts	Administration, Drill Instructors	Students will not return to Judson Alternative School during the 2016-2017 school year				
4) Students will receive all academic courses while placed in boot camp	Administration, Boot Camp Teachers	Students placed in boot camp will meet or exceed state testing standards				
5) J CARE will reduce the number of students placed in Judson Academy Continuing Education (JACE)	Administration, Teachers	The number of students placed in JACE will be reduced by 20%				
6) J CARE will participate in physical fitness and character instruction/team building activities.	Drill Instructors, Teachers, Administration	Lesson Plans, walk-thrus,				
7) Drill instructors and students will dress in military attire while placed in the boot camp program	Counselor, Administration, Boot Camp Drill instructors and teachers	Lesson Plans, walk-thrus,				
Funding Sources: 171-7 State Compensatory Education - \$500.00						
8) Students will receive extra counseling sessions focusing on changing negative behaviors.	Counselor, Administration, Boot Camp Drill instructors and teachers	Discipline and counselor reports				
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue						



# State Compensatory

## Personnel for Judson Secondary Alternative School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Apolinar, Catherine	Instructional Aide	SCE	1
Bannantine, Robert	Teacher	SCE	1
Bochniak, Philip	Teacher	SCE	1
Boyd, Sharon	MS JAC Paraprofessional	SPED	1
Brown, Lynn Dale	JAC Paraprofessional	SPED	
Crain, Alton	JAC High School Teacher	SPED	1
De Luna, Rebecca	Teacher	SCE	1
Dikes, Elizabeth	Instructional Aide/Clerical Aide	SCE	1
Emmanuella Dunn	Health Aide/Attendance	SCE	1
Esquivel, Jessica	Teacher	SCE	1
Evans, Roy	Teacher	SCE	1
Garces, Ricardo	Secretary	SCE	1
Hillis, Rosana	Teacher	SCE	1
Johnson, Brenda	Assistant Principal	SCE	1
Jones, Tara	Instructional Aide	SCE	1
Krueger, Terri	Receptionist	SCE	1
Magee, William	JAC Middle School Teacher	SPED	1
Majeed, Bari	Drill Instructor	SCE	1
Mendoza, Benjamin	MS JAC Paraprofession	SPED	1
Miranda, Sandra	Custodian	SCE	1
Nava, Aida	Principal	SCE	1
Navarro, Mitzie	Teacher	SCE	1

Olivares Barrera, Elisa	Teacher	SCE	1
Ornelas, Misty	Counselor	SCE	1
Ovalle, Dolores	PEIMS Clerk	SCE	1
Pena, Teresa	AYVP SPED Teacher	SPED	1
Perez, Anne Marie	Cafeteria Manager	SCE	1
Rajski, Ronald	Teacher	SCE	1
Ramon, Joseph	Drill Instructor	SCE	1
Sanchez, Samuel	Custodian	SCE	1
Sharman, David	Teacher	SCE	1
Stiriz, Bonnie	Teacher	SCE	1
Tobias, Steven	JAC Teacher	SPED	
Wares, Richard	Teacher	SCE	1
Wise, Steve	AYVP SPED Teacher	SPED	1

# Title I

**4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff**

## 2016-2017 Campus Administrator

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Aida Nava	Principal
Assistant Principal	Brenda L. Johnson	Assistant Principal
Business Representative		
Classroom Teacher	Alton Crain	Special Education Teacher
Classroom Teacher	Ishmon Hestor	MS Teacher
Classroom Teacher	Teresa Pena	AYVP Teacher
Classroom Teacher	David Sharman	HS Teacher
District-level Professional	Marcus Anthony	Hearing Officer
Drill Instructor	Joseph Ramon	Drill Instructor- Boot Camp
Non-classroom Professional	Misty Ornelas	Counselor
Paraprofessional	Tiffani Tanner	Social Skills Paraprofessional
Parent	Steven Rodriguez	Parent

# Campus Funding Summary

171-7 State Compensatory Education					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$500.00
1	1	2			\$200.00
1	1	5			\$0.00
1	1	6			\$800.00
1	1	7			\$0.00
1	1	8			\$0.00
1	2	1			\$0.00
1	2	2			\$0.00
1	3	1			\$0.00
1	3	2			\$0.00
1	3	3			\$0.00
1	3	4			\$0.00
1	3	5			\$0.00
1	4	1			\$4,000.00
1	5	1			\$0.00
2	1	1			\$0.00
2	1	2			\$300.00
2	2	1			\$0.00
2	2	2	Attendance Tracker		\$0.00
2	2	3	Attendance Tacker		\$0.00
2	2	4	In take Packets		\$300.00
2	2	5			\$800.00
2	3	1			\$0.00
2	4	1			\$200.00

2	5	1			\$0.00
2	5	2			\$0.00
2	5	3			\$0.00
3	1	1			\$0.00
3	1	2			\$0.00
3	2	1			\$0.00
3	2	4			\$1,500.00
5	1	1			\$1,200.00
5	1	2			\$2,400.00
5	2	1			\$200.00
5	2	2			\$500.00
5	3	1			\$0.00
5	4	1			\$250.00
5	5	1			\$0.00
5	5	2			\$150.00
5	6	1			\$0.00
5	8	2			\$500.00
5	8	7			\$500.00
<b>Sub-Total</b>					\$14,300.00
<b>161-7 - Special Education</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
4	1	1			\$0.00
4	2	1			\$0.00
<b>Sub-Total</b>					\$0.00
<b>171-6 State Compensatory Education</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
3	2	7			\$700.00
<b>Sub-Total</b>					\$700.00

<b>161-6 Special Education</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	4			\$400.00
<b>Sub-Total</b>					\$400.00
<b>Grand Total</b>					\$15,400.00