

Conroe Independent School District

Irons Junior High School

2021-2022 CIP Board Item



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Comprehensive Needs Assessment

Student Achievement

Student Achievement Summary

Irons Jr. High is committed to excellence and will add value to all students. Irons Jr. High is proud of our academic performance. In the 2018-2019 school year, Irons Jr. High earned a B (89) for recognized performance by serving students, encouraging high academic achievement, and meeting appropriate academic growth. Irons Jr. High earned the following distinction designations for outstanding performance in Mathematics, Comparative Academic Growth, and Postsecondary Readiness. Irons Jr. High is very proud of our performance in domains 1-3; we recognize we can still grow in many areas. Irons would have maintained our overall letter rating of B in the 2020-2021 school year if letter ratings were assigned. We are very proud of our accomplishments, given the challenges of the 2020-2021 school year.

Student Achievement: Irons Jr. High Scored 89

Student Progress: Irons Jr. High Scored 90

Closing Performance Gaps: Irons Jr. High Scored 87

ELA/Reading Campus:

- Meets: 53%
- Masters: 28%

Math Campus:

- Meets: 53%
- Masters: 20%

Science Campus:

- Meets: 61%
- Masters: 37%

Social Studies Campus:

- Meets: 45%
- Masters 23%

Student Achievement Strengths

Irons Jr. High has a school culture that promotes academic achievement and engaging all learners with research-based instructional best practices. Our success reflects the diligent work our staff and students have undertaken the last nine years. We are very proud of our track record of success at Irons Jr. High.

2020-2021

- 8th Grade Science Meets increased by 1%
- 8th Grade Science Masters increased by 3%
- 8th Grade Social Studies Meets maintained 45%
- Closing gaps in ESL performance levels

Problem Statements Identifying Student Achievement Needs

Problem Statement 1 (Prioritized): Only 55% of students performed at grade level on 8th grade Math STAAR **Root Cause:** Lack of planning with fidelity for scaffolding math skills.

Problem Statement 2 (Prioritized): Only 33% of students performed at grade level on 7th grade Math STAAR **Root Cause:** Lack of planning with fidelity for scaffolding math skills.

Problem Statement 3 (Prioritized): Only 59% of students achieved meets standard on TEK 8.6D for 8th grade ELA STAAR **Root Cause:** Lack of fidelity with instructional planning for process skills that require multiple steps.

Problem Statement 4 (Prioritized): Only 65% of students were approaches grade level for TEK 7.7D on 7th grade ELA STAAR **Root Cause:** Students struggle with reading

stamina and inferencing.

Problem Statement 5 (Prioritized): Limited number of ESL students reaching advanced and advanced high in TELPAS listen and speaking. **Root Cause:** Lack of fidelity when implementing summit K-12 listening and speaking program and 7 Steps strategies in the classroom.

Problem Statement 6: 56% of Special Education students had limited progress in 8th grade math **Root Cause:** Lack of fidelity with focused small group math instruction such as guided math, tracking individual progress. Lack of fidelity with implementation of intervention programs.

Problem Statement 7: 8th Grade Social Studies had limited growth at the meets and masters level of STAAR **Root Cause:** Lack of effective targeted instructional planning for student activities.

Problem Statement 8: Only 24% of ESL students met grade level in science. **Root Cause:** Lack of teacher understanding of the instructional strategies needed to meet linguistic needs.

Culture and Climate

Culture and Climate Summary

Irons Jr. High has a long history of building positive relationships with all members of our school community. We have a warm, inviting family feel to our campus, leading to mutual respect among all school members. With the use of our campus-wide PBIS systems, Irons Jr. High has developed strategies that have led to high success levels. Expectations for behavior are high, and we are proud to have mature, respectful, courteous students. The culture of care extends to all community members.

A review of discipline referrals that included student misbehavior reported bullying, drug offenses, along with ISS and DAEP placements, indicates that Irons Jr. High has students who understand and follow school rules and expectations compared with similar other schools.

Irons continues to focus on the whole student by meeting the academic need and addressing the emotional health, attendance, and safety of all students and staff.

Culture and Climate Strengths

At Irons Jr., High data from the OHI survey indicates that teachers have a voice in decisions made for the campus. Student feedback shows that students feel safe and secure while on campus. Students report that Irons is a warm and welcoming school where teachers care about students' academic and social-emotional success. Students respect and celebrate the diversity that is represented on the Irons Jr. High Campus.

Irons Jr. High School, all staff will undergo Cultural and Diversity Awareness training.

Irons Jr. High School, all staff members will attend the Tough Kid training.

Irons Jr. High School, hiring campus personnel to reflect the cultural and diverse student body is a priority.

“All Means All” at Irons Jr. High. Every students’ academic, social and emotional needs are a priority.

Irons Jr. High School strives to ensure a safe and orderly environment conducive to learning for all students and staff.

Irons Jr. High School, students develop a healthy sense of self and social awareness, embrace diversity with empathy and respect for others, successfully manage their emotions, behaviors, and make responsible decisions.

Irons Jr. High School, social emotional learning functions as an integral part of the total school environment.

Irons Jr. High School continues to promote Safe Schools through Safe Schools trainings and utilizes mitigation strategies to keep our schools, students, and staff safe.

Irons Jr. High School, we engage students, families, and our community as authentic partners in social and emotional development.

Irons Jr. High School provides professional development on a campus wide positive, proactive instructional approach to behavior through implementation of PBIS Foundations.

Problem Statements Identifying Culture and Climate Needs

Problem Statement 1: Excessive disciplinary referrals. **Root Cause:** Lack of fidelity with CHAMPS implementation.

Problem Statement 2 (Prioritized): Excessive phone use in the classrooms **Root Cause:** Lack of PBIS plan for phones in classrooms.

Problem Statement 3: Excessive bus referrals. **Root Cause:** Lack of setting proper bus expectations.

Parent and Community Engagement

Parent and Community Engagement Summary

Community engagement is continually evident at all events at Irons Jr. High. Our community's positive interactions and feedback have been steadfast over the years. We currently cannot meet the demand for ticketed events. Our community's Attendance at virtual events has created positive feedback that recommends more significant events in the future. Community communication is driven with monthly newsletters, weekly campus updates, and a social media presence. Our extracurricular booster club membership is climbing every year, and they continue to support many programs at Irons Jr. High. Even with all the success we are seeing a decline in PTO membership the past few years.

Parent and Community Engagement Strengths

Athletic Booster Club membership has increased yearly.

Cheer Booster Club membership has increased yearly.

Band Booster Club membership has increased yearly.

Monthly newsletters.

Social media presence.

Project mentor.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: Lack of parent knowledge of available academic, mental health, social media safety, nutrition resources at Irons Jr. High and the community. **Root Cause:** Lack of communication and out reach with community members.

Problem Statement 2 (Prioritized): PTO membership and fund-raising has declined over the past few years. **Root Cause:** Lack of advertising PTO membership information.

Problem Statement 3: Loss of parents involved in student academic life. **Root Cause:** Lack of outreach to under-served student populations

Priority Problem Statements

Problem Statement 1: Only 55% of students performed at grade level on 8th grade Math STAAR

Root Cause 1: Lack of planning with fidelity for scaffolding math skills.

Problem Statement 1 Areas: Student Achievement

Problem Statement 2: Only 33% of students performed at grade level on 7th grade Math STAAR

Root Cause 2: Lack of planning with fidelity for scaffolding math skills.

Problem Statement 2 Areas: Student Achievement

Problem Statement 3: Only 59% of students achieved meets standard on TEK 8.6D for 8th grade ELA STAAR

Root Cause 3: Lack of fidelity with instructional planning for process skills that require multiple steps.

Problem Statement 3 Areas: Student Achievement

Problem Statement 4: Only 65% of students were approaches grade level for TEK 7.7D on 7th grade ELA STAAR

Root Cause 4: Students struggle with reading stamina and inferencing.

Problem Statement 4 Areas: Student Achievement

Problem Statement 5: Limited number of ESL students reaching advanced and advanced high in TELPAS listen and speaking.

Root Cause 5: Lack of fidelity when implementing summit K-12 listening and speaking program and 7 Steps strategies in the classroom.

Problem Statement 5 Areas: Student Achievement

Problem Statement 6: Excessive phone use in the classrooms

Root Cause 6: Lack of PBIS plan for phones in classrooms.

Problem Statement 6 Areas: Culture and Climate

Problem Statement 7: PTO membership and fund-raising has declined over the past few years.

Root Cause 7: Lack of advertising PTO membership information.

Problem Statement 7 Areas: Parent and Community Engagement

Goals

Goal 1: Student Achievement and Post-Secondary Success

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

Performance Objective 1: Increase the percentage of students who meet expectations to 63% on 8th grade Math STAAR

Evaluation Data Sources: CFA's, Interim Assessments, STAAR, Planning Documents.

Strategy 1 Details
<p>Strategy 1: PLC plan with fidelity to address scaffolding of mathematical skills. Strategy's Expected Result/Impact: Increase student learning outcomes Staff Responsible for Monitoring: 8th grade Math PLC, Administration, TEA Priorities: Build a foundation of reading and math Funding Sources: 8th Grade Math Support for At-Risk Students - State Comp Ed - \$151,948</p>
Strategy 2 Details
<p>Strategy 2: Scheduled Pullout Intervention in Hawks Nest Strategy's Expected Result/Impact: Increase student learning outcomes Staff Responsible for Monitoring: 7th Grade PLC, Administration TEA Priorities: Build a foundation of reading and math</p>
Strategy 3 Details
<p>Strategy 3: Data driven small group pull out intervention Strategy's Expected Result/Impact: Student growth as indicated on common assessment CFA's, and STAAR Staff Responsible for Monitoring: Interventionist, PLC's, Administration TEA Priorities: Build a foundation of reading and math Funding Sources: Chromebooks - ESSER - \$11,500, Interventionist - ESSER - \$72,440, Before or After School Intervention - ESSER - \$5,930</p>

Goal 1: Student Achievement and Post-Secondary Success

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

Performance Objective 2: Increase percentage of student who meet expectations to 40% on 7th grade Math STAAR.

Evaluation Data Sources: CFA's, Interim Assessments, STAAR, Planning Documents.

Strategy 1 Details
<p>Strategy 1: Plan with fidelity to address scaffolding of mathematical skills. Strategy's Expected Result/Impact: Increase student learning outcomes Staff Responsible for Monitoring: 7th grade Math PLC, Administration TEA Priorities: Build a foundation of reading and math Funding Sources: 7th Grade Math Support for At-Risk Students - State Comp Ed - \$158,042</p>
Strategy 2 Details
<p>Strategy 2: Utilize district instructional coach to increase teacher proficiency in instructional best practice. Strategy's Expected Result/Impact: Increase student learning outcomes Staff Responsible for Monitoring: 7th grade Math PLC, Administration, Instructional Coach TEA Priorities: Build a foundation of reading and math</p>
Strategy 3 Details
<p>Strategy 3: Targeted data driven small group pull out intervention Strategy's Expected Result/Impact: Student growth as indicated on common assessment CFA's, and STAAR Staff Responsible for Monitoring: Interventionist, PLC's, Administration TEA Priorities: Build a foundation of reading and math Funding Sources: Interventionist - ESSER - \$59,376, Before and After School Intervention - ESSER - \$5,930, Chromebooks - ESSER - \$11,500</p>

Goal 1: Student Achievement and Post-Secondary Success

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

Performance Objective 3: Increase percentage of students who meet expectations to 60% on 8th grade Reading STAAR

Evaluation Data Sources: CFA's, Interim Assessments, STAAR, Planning Documents.

Strategy 1 Details
<p>Strategy 1: Planning with fidelity for small group instruction with conferring, modeling, and practice. Strategy's Expected Result/Impact: Increase student learning outcomes Staff Responsible for Monitoring: 8th grade ELA PLC, Administration TEA Priorities: Build a foundation of reading and math Funding Sources: ELA Support for At-Risk Students - State Comp Ed - \$76,820</p>
Strategy 2 Details
<p>Strategy 2: Targeted data driven small group pull out intervention. Strategy's Expected Result/Impact: Student growth as indicated on common assessment CFA's, and STAAR Staff Responsible for Monitoring: Interventionist, PLC's, Administration Targeted Support Strategy - Additional Targeted Support Strategy Funding Sources: Before and After School Intervention - ESSER - \$5,930, Chromebooks - ESSER - \$11,500</p>

Goal 1: Student Achievement and Post-Secondary Success

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

Performance Objective 4: Increase percentage of students who meet expectations to 60% on 7th grade Reading STAAR

Evaluation Data Sources: CFA's, Interim Assessments, STAAR, Planning Documents.

Strategy 1 Details
<p>Strategy 1: Plan with fidelity strategies that support inferential thinking. Strategy's Expected Result/Impact: Increase student learning outcomes Staff Responsible for Monitoring: 7th grade ELA PLC, Administration TEA Priorities: Build a foundation of reading and math</p>
Strategy 2 Details
<p>Strategy 2: Plan with fidelity time-focused instruction for increasing reading stamina and comprehension. Strategy's Expected Result/Impact: Increase student learning outcomes Staff Responsible for Monitoring: 7th grade ELA PLC, Administration TEA Priorities: Build a foundation of reading and math Funding Sources: ELA Support for At-Risk Students - State Comp Ed - \$82,914</p>
Strategy 3 Details
<p>Strategy 3: Targeted data driven small group pull out intervention. Strategy's Expected Result/Impact: Student growth as indicated on common assessment CFA's, and STAAR Staff Responsible for Monitoring: Interventionist, PLC's, Administration TEA Priorities: Build a foundation of reading and math Funding Sources: Before and After School Intervention - ESSER - \$5,930, Chromebooks - ESSER - \$11,500, Tutorials - State Comp Ed - \$27,757</p>

Goal 1: Student Achievement and Post-Secondary Success

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

Performance Objective 5: Increase by 10 percent the number of students who score advanced high in TELPAS listening and speaking

Evaluation Data Sources: TELPAS

Strategy 1 Details
<p>Strategy 1: Targeted small group intervention groups for summit K-12</p> <p>Strategy's Expected Result/Impact: Increase speaking outcomes on TELPAS</p> <p>Staff Responsible for Monitoring: ESL teacher, PLC's, Administration</p> <p>Funding Sources: Summit K-12 - Title III - \$2,400, Chromebooks - ESSER - \$11,772</p>
Strategy 2 Details
<p>Strategy 2: Professional learning in 7-Steps to a language rich classroom</p> <p>Strategy's Expected Result/Impact: Increase student academic vocabulary</p> <p>Staff Responsible for Monitoring: ESL teacher, PLC's, Administration</p> <p>Funding Sources: 7-Steps Training Material - Title III - \$1,500</p>

Goal 2: School Leadership and Fiscal Responsibility

CISD will foster the development of successful and dynamic leaders who effectively and efficiently manage their teams and fiscal resources.

Performance Objective 1: To maintain efficient and effective fiscal management of resources and operations.

Evaluation Data Sources: Financial Statements and Audits

Strategy 1 Details
Strategy 1: Professional Learning in financial systems. Strategy's Expected Result/Impact: Increase knowledge of administration Staff Responsible for Monitoring: Administration

Goal 2: School Leadership and Fiscal Responsibility

CISD will foster the development of successful and dynamic leaders who effectively and efficiently manage their teams and fiscal resources.

Performance Objective 2: To increase performance adaptation of OHI by 3 points.

Evaluation Data Sources: OHI

Strategy 1 Details
<p>Strategy 1: Administration training in the structure of OHI. Strategy's Expected Result/Impact: Increase OHI results Staff Responsible for Monitoring: Administration</p>

Goal 3: Recruitment, Development, and Retention of Staff

CISD will recruit, develop, and retain a highly-qualified staff to ensure effective instruction for all students.

Performance Objective 1: To recruit, retain and develop highly qualified teachers and staff for all students.

Evaluation Data Sources: Exit Interviews, Staff Retention Data

Strategy 1 Details
Strategy 1: Review exit interview feedback and conduct staff surveys twice a year. Strategy's Expected Result/Impact: Increase retention of future staff.

Goal 4: Safe and Collaborative School Culture

CISD will strive to cultivate a safe, positive, and collaborative school culture, conducive to learning, by creating and implementing specific behavioral expectations and management systems, developing responsive student support teams that focus on the needs of every student, and enhancing two-way communication and building partnerships with parents and the community in accordance with the education standards outlined by the State and the values of our community.

Performance Objective 1: To work jointly with parents and the community to maximize learning for all students through communication, collaborative partnerships and unity of purpose.

Evaluation Data Sources: Newsletters, Parent Out Reach Events

Strategy 1 Details
<p>Strategy 1: Increase community awareness of available programs at Irons Jr. High and in the community by use of our newsletter.</p> <p>Strategy's Expected Result/Impact: Increase community awareness and involvement at Irons Jr. High</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Comprehensive Support Strategy</p> <p>Funding Sources: Parent Involvement Liaison - ESSER - \$58,331</p>

Goal 4: Safe and Collaborative School Culture

CISD will strive to cultivate a safe, positive, and collaborative school culture, conducive to learning, by creating and implementing specific behavioral expectations and management systems, developing responsive student support teams that focus on the needs of every student, and enhancing two-way communication and building partnerships with parents and the community in accordance with the education standards outlined by the State and the values of our community.

Performance Objective 2: Administration will work to effectively communicate with parents through newsletters, school messenger (texts/emails), and social media.

Evaluation Data Sources: Parent Surveys

Strategy 1 Details
<p>Strategy 1: Parent survey twice a year. Strategy's Expected Result/Impact: Survey to evaluate effectiveness of communication. Staff Responsible for Monitoring: Administration</p>

Goal 4: Safe and Collaborative School Culture

CISD will strive to cultivate a safe, positive, and collaborative school culture, conducive to learning, by creating and implementing specific behavioral expectations and management systems, developing responsive student support teams that focus on the needs of every student, and enhancing two-way communication and building partnerships with parents and the community in accordance with the education standards outlined by the State and the values of our community.

Performance Objective 3: Expectations for hallways, restrooms, stairways, cell phone usage, and cafeteria procedures.

Evaluation Data Sources: Parent, Teacher, Student Surveys
Observation

Strategy 1 Details
<p>Strategy 1: Foundations Team will develop one-liner poster and procedures for classrooms, hallway, and cafeteria. Strategy's Expected Result/Impact: Scheduled Foundations Team meetings Staff Responsible for Monitoring: Administration</p>

Goal 5: Effective Instruction

CISD will deliver meaningful instruction through objective-driven lessons and rigorous learning experiences using appropriate technology and instructional resources, and CISD will analyze data from ongoing formative assessments to foster the development of critical-thinking skills for all learners.

Performance Objective 1: Intentional Professional Learning with Robert Marzano's New Art and Science of Teaching.

Evaluation Data Sources: Professional Learning Plans

Strategy 1 Details
<p>Strategy 1: Training in Irons 8 of Marzano New Art and Science Strategy's Expected Result/Impact: Increase in tier one best practice in the classroom. Staff Responsible for Monitoring: PLC's, Administration</p>

Goal 5: Effective Instruction

CISD will deliver meaningful instruction through objective-driven lessons and rigorous learning experiences using appropriate technology and instructional resources, and CISD will analyze data from ongoing formative assessments to foster the development of critical-thinking skills for all learners.

Performance Objective 2: Ensure all students and staff utilize technology to maximize learning for all students and enhance teachers' educational practices.

Strategy 1 Details
<p>Strategy 1: Quarterly technology trainings.</p> <p>Strategy's Expected Result/Impact: Increase in teacher technology knowledge.</p> <p>Staff Responsible for Monitoring: Instructional coach, district support</p>

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

Campus Funding Summary

State Comp Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	8th Grade Math Support for At-Risk Students		\$151,948.00
1	2	1	7th Grade Math Support for At-Risk Students		\$158,042.00
1	3	1	ELA Support for At-Risk Students		\$76,820.00
1	4	2	ELA Support for At-Risk Students		\$82,914.00
1	4	3	Tutorials		\$27,757.00
Sub-Total					\$497,481.00
Budgeted Fund Source Amount					\$497,481.00
+/- Difference					\$0.00
Title III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	1	Summit K-12		\$2,400.00
1	5	2	7-Steps Training Material		\$1,500.00
Sub-Total					\$3,900.00
Budgeted Fund Source Amount					\$3,900.00
+/- Difference					\$0.00
ESSER					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Chromebooks		\$11,500.00
1	1	3	Interventionist		\$72,440.00
1	1	3	Before or After School Intervention		\$5,930.00
1	2	3	Interventionist		\$59,376.00
1	2	3	Before and After School Intervention		\$5,930.00
1	2	3	Chromebooks		\$11,500.00
1	3	2	Before and After School Intervention		\$5,930.00
1	3	2	Chromebooks		\$11,500.00
1	4	3	Before and After School Intervention		\$5,930.00

ESSER					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	3	Chromebooks		\$11,500.00
1	5	1	Chromebooks		\$11,772.00
4	1	1	Parent Involvement Liaison		\$58,331.00
Sub-Total					\$271,639.00
Budgeted Fund Source Amount					\$271,639.00
+/- Difference					\$0.00
Grand Total					\$773,020.00