

# BELLVILLE

**INDEPENDENT SCHOOL DISTRICT**

## Bellville Junior High Campus Improvement Plan

**2020-2021**

# BELLVILLE INDEPENDENT SCHOOL DISTRICT

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Kandis Krueger - Principal, O'Bryant Primary  
Tony Hancock - Principal, West End Elementary

# BELLVILLE INDEPENDENT SCHOOL DISTRICT

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## **BELLVILLE JUNIOR HIGH ADVISORY COUNCIL**

### **MEMBERS**

Amberly Howard, Teacher  
Reginald Murray, Teacher/Coach  
Dawn Brokmeyer, Paraprofessional  
Jennifer Krumrey, Registrar  
Lori Gaines, Parent  
Krystal Retting, 504/Dyslexia Coordinator  
Karen Peschel, Counselor  
Daniel Symm, Principal

# 2020 COMPREHENSIVE NEEDS ASSESSMENT

## DATA SOURCES

Data and Input was reviewed from various individuals and sources. This data and input was used to determine the needs and priority improvement actions for the 2020-2021 school year. These data and input sources included:

- State assessment results
- State accountability reports
- Stakeholder input surveys
- PEIMS data
- Texas Academic Performance Reports - TAPR
- Insight from Student Panels
- Insight and observation from campus and district leaders

## DATA ANALYSIS

Campus Attendance	District Graduation Rate
96.7%	97.4%

### Enrollment (as of PEIMS Snapshot in late October)

2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
526	535	512	518	507

### Ethnicity and Race (as of PEIMS Snapshot in late October)

Hispanic/Latino	African American	White	American Indian/Alaskan	Asian	Hawaiian/Pacific Islander	Two or more races
28.80%	8.48%	59.57%	0.79%	0.39%	0.00%	1.97%

### Special Populations (as of PEIMS Snapshot in late October)

English Learners	Special Education	Economically Disadvantaged	Dyslexia	Homeless	Foster Care	Gifted and Talented	At Risk	Career and Technical Education
7.30%	14.60%	41.81%	6.31%	1.18%	0.20%	15.19%	47.14%	34.32%

## 2019 ACCOUNTABILITY HIGHLIGHTS

<div>OVERALL CAMPUS RATING</div> <div><b>B</b></div>		
<div>STUDENT ACHIEVEMENT</div> <div><b>B</b></div>	<div>SCHOOL PROGRESS</div> <div><b>B</b></div>	<div>CLOSING THE GAPS</div> <div><b>C</b></div>

## 2019 ALL TEST, ALL GRADES

% APPROACHES GRADE LEVEL	% MEETS GRADE LEVEL	% MASTERS GRADE LEVEL
<b>81</b>	<b>48</b>	<b>24</b>
DISTRICT AVERAGE	DISTRICT AVERAGE	DISTRICT AVERAGE
<b>79</b>	<b>49</b>	<b>22</b>

## SCHOOL PROGRESS

(ELA/Reading and Math)

Prior Year	Did Not Meet Grade Level Current Year			Approaches Grade Level Current Year			Meets Grade Level Current Year			Masters Grade Level
	Progress Not Applicable	Did Not Meet Progress	Met or Exceeded Progress	Progress Not Applicable	Did Not Meet Progress	Met or Exceeded Progress	Progress Not Applicable	Did Not Meet Progress	Met or Exceeded Progress	Progress Not Applicable
Did Not Meet	-	58	57	-	0	74	-	-	8	0
Approaches Grade Level	-	48	0	-	68	97	-	-	94	24
Meets Grade Level	4	-	-	58	-	-	-	33	53	54
Masters Grade Level	1	-	-	13	-	-	46	-	-	190

## CLOSING THE GAPS

✓ - Met Target ✗ - Did Not Meet Target	Met Grade Level Reading (%)	Met Grade Level Math (%)	Met College, Career, & Military Readiness (%)
All Students	51 ✓	51X ✓	n/a
African American	20 ✗	18 ✗	n/a
Hispanic	37 ✓	41 ✓	n/a
White	62 ✓	61 ✓	n/a
Two or More Races	n/a	n/a	n/a
Economically Disadvantaged	39 ✓	37 ✓	n/a
English Learners	21 ✗	26 ✗	n/a
Students Receiving Special Education Services	18 ✗	13 ✗	n/a
Students Formerly Receiving Special Education Services	n/a	n/a	n/a
Continuously Enrolled	51 ✓	50 ✓	n/a
Non-Continuously Enrolled	52 ✓	54 ✓	n/a

## PROFESSIONAL DEVELOPMENT

The following professional development topics were identified in the needs assessment as a priority for this campus:

- Block schedule instruction and planning
- High impact instructional strategies
- Technology integration in instruction
- Growth mindset training
- Behavior identification/function
- Intervention training (RTI)
- Classroom management

## SUMMARY OF DATA FINDINGS (IDENTIFIED NEEDS)

Below is a non-inclusive list of needs considered for the 2020-2021 Bellville Junior High Campus Improvement Plan

- Block Schedule Implementation
- Schoolwide curriculum
- Schoolwide programs and initiatives
- Increased support in Math and Reading for African American, EL, and Special Education students

# 2020-2021 IMPROVEMENT PLAN - ACTION ITEMS

**1**

## LEARNING

Develop and attain local standards for high levels of integrated learning and performance.

Objective 1.1: Identify the skillsets, knowledge, characteristics, and traits desired for all BISD graduates.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
BJHS staff will assist at the district level to develop a vertically aligned and intentional approach to developing the desired traits of a Graduate in all students (PK-12).	Communication	Chief Academic Office, BJHS Staff representation at the district level	June 2021	The completed "BISD - Portrait of a Graduate"
BJHS staff will assist at the district level to develop a Student Portfolio that captures evidence of students' work and progress through their educational journey (PK-12).	Campus personnel, Google Drive	Chief Academic Office BJHS Staff representation at the district level	June 2021	Portfolios or created and contain evidence of student work and progress.

Objective 1.2: Provide educational opportunities that allow staff and students to discover their strengths and interests and expand their horizons of awareness.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Expand elective offerings at BJHS	Curriculum, teachers, classroom space	Chief Academic Officer, Principal, Assistant Principal, Counselor, Electives Teachers	June 2021 - Student participation in elective classes	Feedback from students who participated in new elective classes
Develop "Exploring Pathways" Courses	Curriculum, teachers, classroom space, shared staff	Chief Academic Officer, Principal, Assistant Principal, Counselor, Exploring Pathways Teachers	June 2021 - Student participation in "Exploring Pathways" courses	Feedback from students who participated in "Exploring Pathway" courses
Provide grade level field trips that are relevant to student growth and student learning experience	Funds budgeted for student travel. Grade level lead teachers for travel logistics	Principal, Counselor, Assistant Counselor, Grade level leaders	December 2020 - Destinations are identified, logistics are planned	Field trips take place. Student feedback is solicited
BJHS Staff participate in the BISD Leadership Academy	BISD Leadership Academy resources and activities	Chief Academic Officer, Chief Talent Officer, Principal, Participating Staff	June 2021 - The first BISD Academy concludes	Feedback from BISD Leadership Academy participants
BJHS Staff Lunch - N - Learn Activities	Classroom space, staff expertise, scheduling	Principal, Assistant Principal, BJHS Educational Specialists	June 2021 - At least once each grading period	Evidence of staff participation, Feedback from participants

Objective 1.3: Create an academic culture that promotes collaboration, ownership, creativity, problem-solving, critical thinking, risk-taking, confidence, and resilience in teachers and students.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Conduct departmental vertical & horizontal planning meetings 2-4 times per year.	Meeting Space, TEKS Resource System, Subject Curriculum	Principal, Assistant Principal, Department Heads	July 2021 - Meeting sign in sheets, department level goals, long range lesson plans based on YAG	Department feedback on goals, goals, and efficacy with students.
Create shared conference planning times within the master schedule that allows grade level teachers within the same discipline to plan together weekly.	Master schedule, shared staff	Principal, Assistant Principal, Counselor	May 2021 - Master Schedule framework is established for 2021-22 school year.	Teachers have a working master schedule before leaving for the summer. Department level planning during summer exchange days based off of master schedule
Objective 1.4: Ensure all learners receive timely and meaningful feedback.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
BJHS Teachers will follow the BISD Instructional Grading and Reporting Guidelines	BISD Grading Manual, report cards, progress reports, parent contacts	Principal, Assistant Principal, Counselor, Teachers	Ongoing - Teachers engaging in regular communication with parents	Parent Contact/Communication logs
Grades are input into Gradebook weekly.	Gradebook software, student assessments	Teachers, Principal, Assistant Principal, Counselor	Weekly throughout the school year.	Teachers keep Gradebook up to date.
Plan for re-teaching wherein teachers reserve instructional time within each unit for re-teaching.	Shared planning time, instructional time, TEKS Resource System	Assistant Principal, Principal, Department Heads, Teachers	June 2021, Unit Based	Evidence of re-teaching time in lesson plans, student performance

2	<b>LEADERSHIP</b>			
	Foster a connected, collaborative, and strategic approach to continuous improvement for the district.			
Objective 2.1: Establish a strategic and collaborative approach to continuous improvement in all areas of the district's operations and academics.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Conduct a thorough needs assessment with input from staff and parents	BJHS teachers, instructional support staff, parents	Principal	October 2020 - Campus Improvement Committee members are selected. Timelines are communicated and meetings are scheduled	Development of Authentic CIP by May 2021
BJHS Leadership Team Monthly meetings	BJHS Teacher Leaders	Principal	October 2020 - BJHS Leadership team meetings are scheduled for the duration of the school year	Leadership survey, feedback from teacher leaders



Creation of Student Leadership Team to act as the voice of the students to help drive growth at BJHS	BJHS student elected Student Leaders	Principal, Student Council Sponsors, NJHS Sponsors	October 2020 - BJHS Student Leadership team meetings are scheduled for the duration of the school year	The first BJHS Student Leadership Team is convened.
Explore the possibility of a Student Senate comprised of student Leaders voted on by Staff to be a part of the Student Leadership Team for the 2021-22 School year	Staff input,	Principal, Assistant Principal, Counselor, BJHS Leadership Team	June 2021 - Discussion of parameters for the creation of a "Student Senate" and the incorporation of those students into the Student Leadership Team	Development or rejection of "Student Senate" program for SY 21-22
Objective 2.2: Ensure BISD facilities are equipped to effectively support district operations and learning.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Provide all necessary furniture, technology and supplies to support campus operations and learning.	Campus Budget	Principal, Assistant Principal, Technology Staff, Maintenance Staff	Ongoing - Inventory of classroom furniture and technology	All students and teachers have necessary furniture, technology and supplies
Ensure work orders are approved and completed in a timely fashion	Eduphoria, Maintenance department	Principal, Director of Maintenance	Ongoing, follow up with persons entering work orders	BJHS facilities are functioning optimally to support learning
Conduct a "Facilities Needs Assessment" as part of the CIP for 2021	BJHS Staff	Principal, Campus Improvement Committee	June 2021 - Facilities Needs Assessment is Completed.	BJHS Facilities Needs Assessment is evident in the BJHS CIP
Objective 2.3: Maintain superior financial standing and efficient fiscal management.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
BJHS will adhere to BISD purchasing and budgeting guidelines.	BISD purchasing procedure manual,	Principal, Secretary, Department Heads, Club Sponsors	June 2021 - Ongoing throughout school year	All funding is spent appropriately and needs are met.
BJHS will complete the BISD Budgeting Worksheet	BJHS Budget, BISD Budgeting Worksheet	Principal, Secretary	June 2021	BJHS Budget and Budget Worksheet are approved at the BISD Administration Level
Objective 2.4: Promote connectedness between leaders and the work of the district.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
BJHS Staff representation on District Level Committees	BJHS Staff	Director of Future Readiness, Principal	October 2020 - BJHS Staff members represented on DAC/Grading Committee etc.	Feedback from BJHS Staff on District Level Committees
Create presentations to showcase campus successes during spotlights at board meetings.	Campus staff and students	Principal, Teacher Leaders, Coaches, Club Sponsors	2020 - 21 School Year - Spotlighting student work throughout the school.	Successful spotlight at board meeting
Explore the possibility of district level Teacher Musical Chairs	Scheduling	Principals, Teacher Leaders	December 2020 - Notes from department meeting discussions about TMC	Spring 2021 - Development or rejection of TMC on a district level

# 3

## CULTURE

Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community.

Objective 3.1: Ensure all staff feel valued and appreciated.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Solicit and respond to input from staff regarding the ways in which they want to be valued.	Digital Surveys	Principal, Assistant Principal, Counselor, Faculty Club Sponsor	October 2020 - Creation and delivery of digital surveys	Digital survey responses
BJHS Faculty Club Luncheons	Faculty Club Activity Account	Principal, Assistant Principal, Counselor, Assistant Counselor, Faculty Club Sponsor, Secretary	September 2020 - Faculty Club Luncheons are scheduled for the year	Feedback from BJHS Staff
BJHS NJHS 5 Days of Christmas	NJHS, Small prizes for staff	NJHS Sponsors	November 2020 - NJHS has scheduled 5 days of Christmas	Feedback from BJHS Staff

Objective 3.2: Effectively recruit, hire, onboard, train, and retain exceptional individuals to be part of the BISD team.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Attend job fairs to recruit highly qualified teachers.	Region Service Centers, Central Office Staff, Universities	Chief Talent Officer, Principal,	2020 - 21 School Year - Select opportunities to attend job fairs	Attend job fairs and recruit highly qualified teachers.
Continue to establish diverse interview committees and work to hire the "Ideal Team Player"	BJHS Interview Teams	Principal	Ongoing - Interview process and questioning	"BJHS family" teachers are selected, hired, and retained
Welcome Wagon Committee	Time, Meeting Space	Principal, Assistant Principal, Welcome Wagon Committee Chair	August 2020 - Staff who are new to campus participate in the Welcome Wagon activities	Feedback from BJHS staff that are new to BJHS
Teacher Mentorship Program	Time, Meeting Space, Mentor Volunteers	Chief Talent Officer, Principal, Mentor Teachers	August 2020- New staff and teacher mentor are aligned	Feedback from new staff members

Objective 3.3: Create an organizational structure that effectively supports the learning and work of the district.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Conduct regular BJHS Leadership team meetings	Meeting space	Principal, Department Heads, Teacher Leaders	September 2020 - Meetings scheduled for duration of school year	Feedback from BJHS Staff
Implement efficient process for teachers to request resources, maintenance, & support	Eduphoria, Purchasing Procedure Manual,	Principal, Assistant Principal, Counselor, Secretary	Ongoing	Evidence of staff requests for and receipt of, materials, services, and/or support

Objective 3.4: Foster a culture of collaboration and learning.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Teachers observe teachers to learn and to receive feedback	Campus personnel	Principal, Assistant Principal, Department Heads	Ongoing - Scheduling discussions during common planning time	Culture of openness and collaboration is created
Shared conference planning times that allow at least grade level teachers within the same discipline to plan together on a weekly basis.	Master schedule,	Principal, Assistant Principal, Counselor	August 2020 - Master Schedule framework is established.	Teachers have shared planning times in the master schedule.
Explore the possibility of Grade Level Teacher Musical Chairs with BJHS.	Scheduling	Principals Teacher Leaders	December 2020 - Notes from department meeting discussions about TMC	Spring 2021 - Development or rejection of BJHS TMC
BJHS Staff Lead Lunch - N - Learn Activities	Classroom space, staff expertise, scheduling	Principal, Assistant Principal, BJHS Educational Specialists	June 2021 - At least once each grading period	Evidence of staff participation, Feedback from participants
Objective 3.5: Ensure all staff feel inspired and supported in pursuit of personal and professional goals and growth.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Conduct department level surveys with regards to P.D. needs and wants.	Google Forms	Chief Academic Officer, Principal, Assistant Principal, Department Heads	December 2020 - Department level surveys returned	Actionable information to direct PD planning
Specialized PD plans at the department level	Department feedback on growth needs, BISD PD Resources	Chief Academic Officer, Principal, Assistant Principal, Department Heads	May 2021 - Departments have summer exchange days/PD tailored to their needs	Feedback from staff on PD plans
Encourage BJHS Staff to participate in the BISD Leadership Academy	BISD Leadership Academy resources and activities	Chief Academic Officer, Chief Talent Officer, Principal, Participating Staff	June 2021 - The first BISD Academy concludes	Feedback from BISD Leadership Academy participants
Empower and encourage staff to take on leadership roles in various campus activities	BJHS Staff	Principal, Assistant Principal, BJHS Staff	Ongoing - Teachers volunteer for leadership roles	Teacher leadership roles are filled with committed individuals with a growth mindset

## 4

**COMMUNITY**

Cultivate connections in our schools and our community to ensure all feel safe, valued, and engaged in meaningful ways.

Objective 4.1: Engage district and community stakeholders in meaningful ways.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Convene a campus improvement committee comprised of parents, teachers, and paraprofessionals and follow the YAG process for assessing and addressing campus improvement	Meeting space, meeting time,	Principal, Assistant Principal, Department Heads	September 2020 - Committee members selected, meetings are scheduled	June 2021 - Campus improvement plan is completed using the process new to BISD.
Host ESL "FIESTA" for parents at least once per grading period	Local Funds	ESL Specialist, Principal	Each grading period - Parent sign-in sheets	Parent attendance
Host "Family Science Night" at BJHS	B.E.S.T Booster Club, meeting space	Principal, B.E.S.T. Booster Club President	Spring 2021 - 20+ Organizations bring displays for "Family Science Night"	Community attendance
Parent chaperones for grade level field trips	Parent Volunteers	Principal, Assistant Principal, Counselor, Teacher leaders	June 2021 - Grade level field trips executed with the help of parent volunteers	Parental participation

Objective 4.2: Establish "The Bellville Way" as a driving movement for unity and development of individual and collective values and character.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
BJHS Campus representation on district level committees defining "The Bellville Way"	BJHS Staff	Chief Talent Officer, Principal, BJHS Staff	June 2021 - BJHS has helped to further define "The Bellville Way"	"The Bellville Way" becomes more clearly articulated
SEL/SEWB Courses for Students	SEL/SEWB Curriculum, Teachers,	Principal, Counselor, SEL/SEWB Teachers	August 2020 - SEL Class is required for all 7th Grade students at BJHS	Improved student culture and behavior
Teach and model Brahma PRIDE	Campus Personnel	BJHS Staff	Ongoing - Students are aware of Brahma PRIDE expectations	Improved student culture and behavior
PBIS Point System and Store	Local Funds, point tracking system	Principal, Assistant Principal, Behavioral Staff, Counselor, Secretary	October 2020 - Students understand the PBIS Point System, earn points, and have items to "purchase" with their points.	Student participation
RAP Mentorship Program	Meeting space, scheduling, RAP mentors	Principal, Counselor, RAP Coordinator	Ongoing - Students meet regularly with RAP Mentors	Improved student performance and behavior for participating students

Objective 4.3: Positively contribute to our community.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Utilize the local newspaper, district website, campus marquee, and BISD social media for communication purposes	All local media outlets	Superintendent, Principal	Ongoing - Student recognition, newspaper articles, BISD social media posts	Better communication between school and community.
Provide Honor Roll recognition every grading period in the newspaper	Local Newspaper	Principal, Counselor, Secretary	Each grading period - Names submitted to newspaper	Newspaper articles
Staff and students participate in the District Day of Service	BJHS staff and students, Highschool coordination	Principal, HS Principal, BJHS Staff and students	December 2020 - BISD hosts a District Day of Service and BJHS stakeholders participate	BJHS stakeholder participation in the BISD District Day of Service.

## STATE AND FEDERAL REQUIREMENTS

Continuously improve upon district performance on each state assessment and accountability ratings, decrease identified achievement gaps, and ensure exceptional annual progress for each student

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
<b>District and All Campuses</b>				
Vary instructional methods for addressing the needs of student groups not achieving their full potential	Curriculum Resources  RTI (MTSS) Interventionists	Campus Principals  MTSS Interventionists	2020 - 2021 School Year  Progress Monitoring	Improved EOY Benchmark scores
Provide methods for addressing the needs of students for special programs, including: <ul style="list-style-type: none"> <li>• Suicide prevention programs</li> <li>• Conflict resolution programs</li> <li>• Violence prevention programs</li> <li>• Dyslexia treatment programs</li> <li>• Dropout reduction programs</li> </ul>	Dyslexia Intervention  Social Emotional Learning  Bullying and Drug Free promotion  Response to Intervention	Campus Principals  Campus Counselor  Dyslexia Teachers  RISE Staff  Classroom Teachers	2020 - 2021 School Year  Methods observed throughout the school day	Positive campus climate
Integrate technology in instructional and administrative programs	Technology  Local Funds  ESSA Funds	Campus Principals  Classroom Teachers  Director of Technology	2020 - 2021 School Year  Increase in student technology proficiencies	Increased use of technology in the classrooms
Implement positive behavior interventions and support, including interventions and support that integrate best practices on grief-informed and trauma-informed care	PBIS - Brahma PRIDE  RISE  Local Funds	Campus Principals  Classroom Teachers  RISE Staff	2020 - 2021 School Year  Students working towards earning PRIDE tickets and prizes	Positive campus climate
Provide staff development for professional staff	Multimedia Resources	Campus Principals  Campus Counselor  Chief Academic Officer	2020 - 2021 School Year  Professional Development Schedule	Staff accumulates CPE Hours
Provide career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities	E.P. Courses  CTE Fair  Local Funds	Campus Principal  Pathway Teachers  CTE Teachers	2020 - 2021 School Year  E.P. Course Enrollment  CTE Fair Attendance	Increased student awareness of career opportunities.

Provide accelerated education opportunities for students that are at-risk	RTI	Campus Principal RTI Coordinator  RTI Teachers	2020 - 2021 School Year Progress Monitoring	Improved EOY assessments
Implement a comprehensive school counseling program	SEL Courses in 7th Grade  SEWB Course in 8th Grade	Campus Principals  SEL Teachers  SEWB Teachers  Campus Counselor	2020 - 2021 School Year  SEL strategies observed throughout the campus	Increased student morale
Provide information to elementary, junior high, and high school students and parents about the following: <ul style="list-style-type: none"> <li>Higher education admissions and financial aid opportunities and sources of information</li> <li>The need for students to make informed curriculum choices to be prepared for success beyond high school</li> </ul>	College promotion days	Campus Principals  Campus Personnel	2020 - 2021 School Year  High percentage of staff participate in college promotion days	Students begin to participate in college promotion days as well.
Provide a program to encourage parental involvement at the campus	Parent Volunteers, Chaperones, FIESTA's	Campus Principals  Volunteer Coordinator  ESL Specialist	2020 - 2021 School Year  Parents are encouraged to participate in school activities	Parental participation in appropriate school activities
Elementary and Junior High Campuses				
For elementary and junior high campuses, set goals and objectives for the coordinated health program at the campus	Physical Education through PE\Athletics	Campus Principals  PE Teachers  Coaches	2020 - 2021 School Year  Variety of PE/Athletics activities	Variety of PE/Athletics activities throughout the school year