Navarro Independent School District

Navarro Junior High School

2025-2026 Campus Improvement Plan

Accountability Rating: C

Mission Statement

Navarro ISD builds collaborative partnerships by cultivating positive relationships that grow successful students; helping them make connections that prepare them for their future.

Vision

Navarro ISD – Where Excellence is the Standard

Growing our students
our district
our community
Navarro ISD- The Heart of Geronimo

Value Statement

BOARD GOALS FOR 2023-2028

Goal 1*: The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 49% to 60% by June 2024, 65% for 2024-2025, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028. *(HB3 Required Goal)*

Goal 2*: Increased overall student performance in mathematics to 85% Meets Standard by 2028.
The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase
from 53% to 65% by June 2024, 70% for 2024-2025, 75% for 2025-2026, 80% for 2026-2027, 85% for 2027-2028. *(HB3 Required Goal)*

Goal 3*: The percentage of graduates that meet the criteria for CCMR will increase from 72% to 88% by August 2024 and increase to 95% by 2028. *(HB3 Required Goal)*

Priorities

Priority 1: Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes.

Priority 2: Maximizing Academic Performance.

Priority 3: Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.

Priority 4: Planning, Preparing, and Maintaining Facilities and Environments for Learning.

Priority 5: Obtaining and Maintaining Top Rated District Recognition

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Comprehensive Needs Assessment

Demographics

Demographics Summary

NJHS is located in Geronimo, Texas, it is made up of approximately 700 students in grades 6,7 and 8. The student ethnic distribution at the campus site is divided between the Hispanic and White student population groups with few students at the site representing other ethnic group categories. The student population is served by over 50 staff members. We have great support for our students and educators by the community.

Navarro Junior High Student Demographics

	2023
Total Students	557
African American	35
Hispanic	265
White	546
American Indian	22
Asian	13
Pacific Islander	9
Two or More Races	10
Economically Disadvantaged	222
Non-Educationally Disadvantaged	335
English Language Learners	19
Foster Care	3
Military Connected	43
At Risk	67
Attendance Rate	
Mobility	

Demographics Strengths

Navarro Junior High has a dedicated and experienced staff to support student needs. Our increase in student population has created a more diverse population that has included students from various cultural backgrounds and home languages, as well as an increase in students with disabilities. In addition to the diversity of students enrolling in our school, our parents and community continue to support the campus with active involvement in academics, campus events and student social-emotional development.

Problem Statements Identifying Demographics Needs

Problem Statement 1: The campus anticipates growth at the site due to construction in the area.
Root Cause: Neighborhood development and construction.

Student Learning

Student Learning Summary

Although we showed an increase in scores from 2024, we are still underpreforming in 7th grade math and 6th grade English as well as 8th grade Social Studies. Our meets and masters are below state average.

Student Learning Strengths

Strengths:

Algebra I had 100% passing rate

7th and 8th ELA had high meets and masters.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Overall performance on the 8th grade Social Studies STAAR has suffered.
Root Cause: Social Studies teachers at NJH have traditionally been coaches which means they have frequent absences due to games and travel leaving students to learn content from substitutes.

Problem Statement 2: Overall performance of special education and EB students
Root Cause: Special Education and EB students have limited access to consistent, research-based instructional strategies, targeted interventions, and language supports within the general education setting. Inconsistent teacher training on differentiation, scaffolding, and progress monitoring reduces the effectiveness of instruction, contributing to performance gaps for these populations.

Problem Statement 3: Discrepancy in 7th grade math between all students and critical sub populations.
Root Cause: The top 100 students in 7th grade math take the 8th grade test due to being enrolled in an advance class.

School Processes & Programs

School Processes & Programs Summary

Navarro ISD strives to provide a cohesive sequence of instruction to students based on individualized instructional needs. To assist teachers, administrators, parent and community members in understanding the flow of instructional content, Navarro ISD is a partner of the Texas Curriculum Management Cooperative and uses the TCMPC as a foundation for the district curriculum providing a sequence for study along with various resources, unit guides, vertical alignment resources and formative assessment tools. NJH also uses Eduphoria Aware to house and analyze student testing and academic performance. The reporting feature of Aware allows teachers to review in-district assessment performance.

NJH also uses MAP (Measures of Academic Progress) assessments. The assessments are universal screeners that in a short time frame identify what students are ready to learn at the beginning, middle and end of a school year. This diagnostic tool provides instructional goals by students and helps identify instructional gaps among students, classes and content areas. These assessments are used in combination with STAAR, classroom assessment data and Professional Learning communities to help make sound instructional decisions focused on student needs.

School Processes & Programs Strengths

The faculty, staff and students at NJH create a welcoming and safe environment for all of our students and staff. Our environment allows us to recruit and retain highly qualified staff. This environment also helps our students and staff flourish in the leaning process. All of the staff uses data analysis tools, TEKs resources and opportunities for staff development with contributes to a positive environment and allows us to retain both students and staff. Staff members are involved in Professional Learning Communities to assist with vertical and horizontal alignment of curriculum and curriculum resources.

Perceptions

Perceptions Summary

NJH values strong working relationships with our stakeholders. We continue to work to provide our students with facilities that are inviting and inspire a learning community. We value and want to attract a diverse staff that engages our student and we want to meet the needs of all of our students. NJH provides a culture that is positive and welcoming to all of our students and community members.

Perceptions Strengths

The faculty, staff and students at NJH create a welcoming and safe environment for all of our stake holders. This type of environment allow us to recruit and retain highly qualified staff members. This type of environment also contributes to the learning process as students are comfortable and allows the learning process to flourish.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Federal Report Card and accountability data
- RDA data
- Local Accountability Systems (LAS) data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- PSAT
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Observation Survey results
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data

- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- T-TESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: Increase the percentage of 6-8 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading to 70% by August 2027.

Performance Objective 1: Increase the percentage of 6-8 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading to 65% by August 2026.

 Evaluation Data Sources: STAAR 2026, unit assessments, campus assessments, Interim Assessments, walkthrough, benchmarks.

Strategy 1 Details	Reviews			
Strategy 1: Navarro Junior High will deepen implementation of high quality instructional materials in all ELAR classrooms by implementing high quality PLCs	**Formative**			**Summative**

Strategy's Expected Result/Impact: Improved lesson development, organization, delivery and implementation.
  Staff Responsible for Monitoring: Principal, Teachers, Chief Instructional Officer, Secondary Academic Dean
 	
  TEA Priorities:
 Build a foundation of reading and math
  - **Additional Targeted Support Strategy**
 Funding Sources: - Local Funds
	Oct	Jan	Apr	July

Strategy 2 Details	**Reviews**			
Strategy 2: Navarro Junior High will implement a HQIM in the classrooms.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in student outcomes on multiple data sources. **Staff Responsible for Monitoring:** Principal, Teachers, Chief Instructional Officer, Secondary Academic Dean **Funding Sources:** - Local Funds	Oct	Jan	Apr	July
Strategy 3 Details	**Reviews**			
Strategy 3: Navarro Junior High will provide frequent and relevant tutoring to identified students during Panther Time through targeted small group learning and adaptive blended learning.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in student outcomes on multiple data sources **Staff Responsible for Monitoring:** Principal, Teachers, Chief Instructional Officer, Secondary Academic Dean	Oct	Jan	Apr	July

No Progress ⬤ Accomplished → Continue/Modify ✕ Discontinue

Goal 2: Increase the percentage of 6-8 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Math 70% by August 2027.

Performance Objective 1: Increase the percentage of 6-8 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Math to 50% by August 2026.

   Evaluation Data Sources: STAAR 2025, unit assessments, campus assessments, Interim Assessments.

Strategy 1 Details	Reviews			

Strategy 1: Navarro Junior High will deepen implementation of high quality instructional materials in all MATH classrooms by implementing high quality PLCs.
   Strategy's Expected Result/Impact: Increase in student outcomes on multiple data sources
   Staff Responsible for Monitoring: Principal, Teachers, Instructional Coaches, Academic Dean
	Formative			**Summative**

	Oct	**Jan**	**Apr**	**July**
Strategy 2 Details	Reviews			

Strategy 2: Navarro Junior High will provide frequent and relevant tutoring to identified students during Panther Time through targeted small group learning and adaptive blended learning.
   Strategy's Expected Result/Impact: Provide students opportunities to close the gaps
   Staff Responsible for Monitoring: Principal, Teachers, Instructional Coaches, Academic Dean
	Formative			**Summative**

	Oct	**Jan**	**Apr**	**July**
Strategy 3 Details	Reviews			

Strategy 3: Navarro Junior High will implement an new HQIM in the classrooms utilizing Stemscopes.
   Strategy's Expected Result/Impact: Increase in student outcomes on multiple data sources
   Staff Responsible for Monitoring: Principal, Teachers, Instructional Coaches, Academic Dean
	Formative			**Summative**

	Oct	**Jan**	**Apr**	**July**

⬤ No Progress   ⬤ Accomplished   ➡ Continue/Modify   ✖ Discontinue

Goal 3: NJH will maintain well staffed schools comprised of highly qualified and competitively compensated, valued team members.

Performance Objective 1: NJH will support the professional learning and certification needs of existing teachers while seeking highly qualified applicants to meet the instructional needs of the campus demographics.

Strategy 1 Details		Reviews			
Strategy 1: Professional development activities will include: subject/grade level training, technology and technology integration, harassment/bullying prevention, emergency procedures training, CPI training, homeless identification, instructional strategies for special populations, administrative leadership and ESL instruction. **Staff Responsible for Monitoring:** Principal, Technology Director, Chief Instructional Officer, Academic Dean **Funding Sources:** - Local Funds		**Formative**			**Summative**
		Oct	Jan	Apr	July

Strategy 2 Details		Reviews			
Strategy 2: Promote Professional Learning Community meetings among grade levels and content areas to support teacher curricular and assessment needs **Staff Responsible for Monitoring:** Principal, Chief Instructional Officer, Academic Dean **Funding Sources:** - Local Funds		**Formative**			**Summative**
		Oct	Jan	Apr	July

⦿ No Progress ⦿ Accomplished ➡ Continue/Modify ✖ Discontinue

Goal 4: NJH will have well-informed students, parents, staff and community members who actively support and participate in our schools

Performance Objective 1: NJH will implement programs and practices to foster effective communication as well as parental and community involvement at the campus site.

Strategy 1 Details				Reviews			
Strategy 1: Parents and community members will be included in campus improvement/planning committees.				**Formative**			**Summative**
Staff Responsible for Monitoring: Principal				**Oct**	**Jan**	**Apr**	**July**
Funding Sources: - Local Funds							

Strategy 2 Details				Reviews			
Strategy 2: Parents and community members will be informed of campus activities and performance on the district website, campus newsletter, and social media.				**Formative**			**Summative**
Staff Responsible for Monitoring: Principal, Web master, Director of Technology				**Oct**	**Jan**	**Apr**	**July**
Funding Sources: - Local Funds							

Strategy 3 Details				Reviews			
Strategy 3: Parent surveys will be sent out annually to determine strengths, weaknesses and satisfaction levels.				**Formative**			**Summative**
Staff Responsible for Monitoring: Chief Instructional Officer				**Oct**	**Jan**	**Apr**	**July**
Funding Sources: - Local Funds							

Strategy 4 Details				Reviews			
Strategy 4: The school will support the district SHAC committee by distributing communication related to student and family wellness.				**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase knowledge and application of wellness and participation in physical fitness. **Staff Responsible for Monitoring:** Principal, nurse, cafeteria manager, counselor, teacher				**Oct**	**Jan**	**Apr**	**July**

⚪ No Progress   🟢 Accomplished   ➡️ Continue/Modify   ❌ Discontinue

Goal 4: NJH will have well-informed students, parents, staff and community members who actively support and participate in our schools

Performance Objective 2: Navarro Junior High will host four community engagement opportunities during the school year.

    Evaluation Data Sources: Sign in sheets

Goal 5: Navarro Junior High will build a thriving learning community for all students.

Performance Objective 1: Navarro Junior High will support student's social and emotional wellbeing.

    Evaluation Data Sources: Character Strong Usage, CIS student list, counselor sign-in.

Strategy 1 Details			Reviews		

Strategy 1: Students will engage in weekly relationship development activities, goal setting, check-in, and action planning during Panther Time to include an opportunity to request counselor support using the Character Strong Curriculum.
    Strategy's Expected Result/Impact: Decrease in student discipline referrals
    Staff Responsible for Monitoring: Principal, Counselor, Communities in Schools
		Formative			**Summative**

		Oct	**Jan**	**Apr**	**July**
Strategy 2 Details			**Reviews**		

Strategy 2: Navarro Junior High will partner with Communities in Schools to provide a Site Coordinator on campus to support students.
    Strategy's Expected Result/Impact: Decreased discipline, decreased absences, increase in academics
    Staff Responsible for Monitoring: Principal, Communities in Schools, Chief Academic Officer
		Formative			**Summative**

		Oct	**Jan**	**Apr**	**July**

⬤ No Progress   ◯ Accomplished   ➡ Continue/Modify   ✖ Discontinue

State Compensatory

Budget for Navarro Junior High School

Total SCE Funds: $0.00
Total FTEs Funded by SCE: 1.5
Brief Description of SCE Services and/or Programs

Communities in Schools Site Coordinator is funded through SCE. She supports student's mental health, basic needs, and counsels students.

Personnel for Navarro Junior High School

Name	Position	FTE
Kiomi Hernandez	Communities in School Site Coordinator	1
Nikki Gresham	Teacher's Aide	0.5

Campus Funding Summary

			Local Funds		
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	1	1			$0.00
1	1	2			$0.00
3	1	1			$0.00
3	1	2			$0.00
4	1	1			$0.00
4	1	2			$0.00
4	1	3			$0.00
				Sub-Total	$0.00

Policies, Procedures, and Requirements

The following policies, procedures, and requirements are addressed in the District Improvement Plan. District addressed Policies, Procedures, and Requirements will print with the Improvement Plan:

Title	Person Responsible	Review Date	Addressed By	Addressed On
Bullying Prevention	Campus Administrators	8/5/2024	Wendy McMullen	9/9/2024
Child Abuse and Neglect	Campus Administrators	8/5/2024	Wendy McMullen	9/9/2024
Coordinated Health Program			Wendy McMullen	9/9/2024
Decision-Making and Planning Policy Evaluation	Superintendent	8/5/2024	Wendy McMullen	9/9/2024
Disciplinary Alternative Education Program (DAEP)	Campus Administrators	8/5/2024	Wendy McMullen	9/9/2024
Dropout Prevention			Wendy McMullen	9/9/2024
Dyslexia Treatment Program			Wendy McMullen	9/9/2024
Title I, Part C Migrant			Wendy McMullen	9/10/2024
Pregnancy Related Services	Campus Nurse	9/2/2024	Wendy McMullen	9/10/2024
Post-Secondary Preparedness	Campus Administrators	8/5/2024	Wendy McMullen	9/9/2024
Recruiting Teachers and Paraprofessionals	Assistant Superintendent of Human Resources and School Leadership	9/2/2024	Wendy McMullen	9/9/2024
Student Welfare: Crisis Intervention Programs and Training			Wendy McMullen	9/9/2024
Student Welfare: Discipline/Conflict/Violence Management			Wendy McMullen	9/9/2024
Texas Behavior Support Initiative (TBSI)			Wendy McMullen	9/9/2024

Title	Person Responsible	Review Date	Addressed By	Addressed On
Technology Integration			Wendy McMullen	9/9/2024
Job Description for Peace Officers, Resource Officers & Security Personnel			Wendy McMullen	9/9/2024
Title I, Part A LEA Program Plan - 13 Statutory Required Descriptions			Wendy McMullen	9/9/2024