

**SCHOOL IMPROVEMENT PLAN  
COLUMBIA JUNIOR HIGH SCHOOL  
IMPLEMENTATION SCHOOL YEAR 2011-2012**

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COLUMBIA JUNIOR HIGH SCHOOL  
A World Class Learning Center  
Fife, Washington

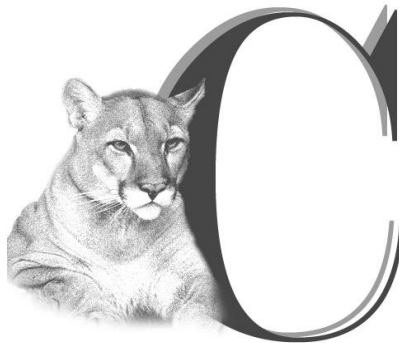
VISION

Columbia Junior High School is a school in which students are engaged in quality work invented by teachers, designed to maximize students' fullest academic, emotional, physical, and social potential.

BELIEFS

In order to realize this vision, we believe

- Teachers are collaborative leaders of instruction and inventors of engaging work that meets the needs of all students and all learning styles.
- All students have the opportunity to learn more when given authentic, engaging work, adequate time, proper tools, and assistance.
- Columbia Junior High School will be safe, clean, and orderly to allow for a productive learning environment.
- Students and staff will consistently treat each other with respect.



CELEBRATION OF SUCCESSES  
For the Columbia Junior High School  
School Improvement Plan 2011-2012

Specific Goal One: Establish base scores with the MSP

Results

- **Scores: Reading MSP 69.5%% (up 5.8% over previous year's MSP-same students), Science MSP 61.9% (up 8.6% over previous year's MSP) Math MSP 43.8% (up 6.7% over previous year's MSP-same students)**
- **Hispanic students' scores up 10.1% in reading MSP over previous year's MSP-same students**
- **Hispanic students' scores up 11.6% in math MSP over previous year's MSP-same students**
- **Decreased the percentage of Hispanic students at level one in math by 10.9%-same students**
- **Increased the percentage of Hispanic students at level four in math by 5.4%-same students**
- **Increased the percentage of Hispanic students at level four in reading by 14.5%-same students**
- **Increased the percentage of African-American students at level four in math by 12.5%-same students**
- **EOC Scores: Year one math: 8<sup>th</sup> grade=92.5% met standard, 9<sup>th</sup> grade=77.5% met standard. Year two math: 9<sup>th</sup> grade=100% met standard**
- Successfully implemented CBAs in SS, PE/Health, and the Arts
- Utilized Standard Bearer Classroom Standards as Department and Personal goal setting opportunities
- Provided staff opportunities to prepare to meet state/national standards
- Utilized Department Chairs in leading department WOW Academies to create exemplar lessons which focus on areas of deficit
- Shared information with staff regarding the results of MSP
- Created and Implemented Student Learning Plan Interventions for all 8<sup>th</sup> and 9<sup>th</sup> grade students who did not meet standard in one or more areas of the WASL
- Utilized the Fife School District Portal as an additional means of collaboration and communication
- Utilized District WOW Academies in a variety of academic areas to create lessons/units/projects.

Specific Goal 2: Continue to improve school climate, student behavior and performance

Results

- Implemented Red Ribbon Drug/Alcohol Awareness Program
- Implemented Safe and Civil School Common area lesson plans
- Increased use of the Student Management Center as an alternative to suspensions
- Continued quarterly Student Recognition, focus on 4 specific character traits, included more staff attending breakfast to meet student and parent
- Increased the 'Cougar Ambassador' program, peer assistance group-utilized counseling intern and Substance Counselor
- Continued to work with Columbia Booster Club to include more parents in all aspects of CJH
- Increased use of Language Line to communicate with non-English speaking parents
- Utilized Fife School District Portal-Surveys for climate and decision making processes (surveys of students and staff)

Specific Goal Three: Further Implement 'Next Steps' in our Standard Bearer work  
Each department identify 3 or 4 HTT/DTL concepts to address via WOW Academies, including a focus on student input as a pre-design, design, and post-design elements. Additional emphasis on ELL and Low Income students. Specific focus on Reading.

- All departments had representation in WOW Academies. Identified over 30 HTT/DTL concepts and developed a variety of lessons, units, and projects to address concepts.
- LA Department focused WOW work on Reading
- LA Department worked with Science Department to focus on conclusion writing
- All departments developed work to address HTT/DTL concepts
- Invited students to participate in retreat work!

Specific Goal Four: Improve the Advisory Period-More Student Led Conference Participation

- Over 80% of students/parents attended Student Led Conferences
- Survey results from parents, students, and staff were overwhelmingly positive

#### DATA COLLECTION

For the 2011-2012 School Improvement Plan

Surveys were conducted by our staff, Learning Improvement Team (LIT), students, and parents. The following are the components survey results:

- 2011 MSP results
- 2011 EOC results
- Low Income, Math Student Data
- ELL Testing Results
- CJH Advisory Survey results
- Safe and Civil Schools Survey Results
- Parent input and feedback
- EdPerformance testing results
- Site Based Council/Learning Improvement Team input and feedback
- Federal Mandates
- State Requirements

Needs identified through achievement data, graduation requirements, federal mandates:

- Continue to work with our students to improve their levels of performance on the State Assessment Exams
- Continue to work with all students to raise achievement levels in math, writing, science, and reading
- 8<sup>th</sup> grade students need Student Learning Plans
- Additional resources for staff to assist ELL Students
- Emphasis on academic vocabulary in content areas

Needs identified through Schools Surveys

- Behavior and expectations in hallways and Commons areas
- Consistency in application of school rules and guidelines, increased focus on BIH procedures
- Continue high expectations for behavior and academics
- Strengthen student bond to school
- New student needs
- Continue focus on engaging work for students

Needs identified from Learning Improvement Team, Parent, Student Input

- Additional opportunities for parental involvement
- Need to deepen our Standard Bearer Work
- Improve the span of advisory work and Student Led Conferences
- BIH

Evaluation of Impact on Student Achievement for the  
2011-2012 School Improvement Plan

Adequate Progress for the 2011-2012 School Improvement Plan will be achieved when the four stated goals have been met.

Throughout the school district there is a clear focus on students and on the quality of the work provided to students - work that students find interesting, challenging, and satisfying and that results in their learning what is expected by schools, parents, and the community. Our goals reflect this focus.

2011-2012 GOALS AND ACTION PLAN

Technology Philosophy and Practice

In all of our goals and action plans at CJH, our staff and students will implement robust, seamless, and appropriate use of technology across the curriculum, and throughout the school.

Specific Goal One: Improve MSP/EOC Scores

<b>Task</b>	<b>On Point</b>	<b>Start/End</b>	<b>Budget/ Resources</b>	<b>Monitoring Date</b>	<b>Evidence of Success/Implementation</b>
Increase staff skills with 'Google Apps' as an additional means of collaboration and communication	Andy McClure/Kevin Johnson/Elaine Smith	September, 2011	Network, Google	Throughout year	Additional staff utilize Google Apps and survey opportunities
District/building focused WOW Academies-Science and Math (TBD)	Department chairs	September, 2011 – June, 2012	Title II funds	District dates	Additional lessons, units, projects
Identify HTT/DTL concepts in content areas	Leanna Aker Kirk Dodge Dave Hockman Elaine Smith Department chairs	September, 2011 – June, 2012	Department Chair Stipend	Throughout year	Test scores, decreased frequency of concept challenge
Grade incentive for State Assessment performance	Jeff Nelson	September, 2011 – June, 2012	None	Prior to MSP	Student awareness and improved scores
Utilize Department Chairs in leading department WOW Academies to create exemplar lessons which focus on areas of deficit	Jeff Nelson Department Chairs Elaine Smith	September, 2011 – June, 2012	Department Chair Stipend WOW Coordinator	Throughout year	Additional lessons/units/projects, in addition to MSP Playbooks in Science/LA

Continue OSPI CBAs in PE/Health, SS, and the Arts	Sue Waters, Joe Storholt, Melissa Brownell	September, 2011 – June, 2012	None	Throughout year	Rubrics provided, student/staff feedback
Math Push-in Model for ELL students, vocabulary acquisition	Chuck Curtice, Kirk Dodge	September, 2011 – June, 2012	None	Throughout year	Student MSP scores
Design Specific Math Tools Class To Assist Struggling Learners	Jeff Nelson, Kirk Dodge, Karen Slavens	August, 2011	None	Throughout year	MSP Scores, AYP results
Increase meeting time for math department.	Jeff Nelson, Kirk Dodge Elaine Smith	August 2011	Math/Science Funds	Throughout year	MSP Scores, AYP results

Goal Assessment (Impact on Student Achievement)

- Math scores 5% above state average
- Math department will meet weekly to monitor HTT/DTL concepts
- Decrease Hispanic students Level One math scores by 20%.
- Implement CBAs in relevant departments ( SS, Arts, PE/Health)
- Decrease frequency of repeat HTT/DTL concepts
- Remove Low Income Math student scores as an AYP factor
- Continue to improve ELL students Scores on MSP

Specific Goal 2: Continue to improve school climate, student behavior and performance

Task	On Point	Start/End	Budget/ Resources	Monitoring Date	Indicators of Success
Retain Drug/Alcohol services at CJH	Brooks Clergy, Jeff Nelson	Throughout year	Building Budget split with District office Budget	Throughout year	Decreased student need of services
Continue CORE team to identify and assist students, focus on BIH	Brooks Clergy	Throughout year	None	Throughout year	Specific student feedback and success
Implement Rachel's Challenge lessons into advisory	Brooks Clergy	Throughout year	None	Throughout year	Decreased BIH incidents
Expand Red Ribbon Drug/Alcohol Awareness Program	Brooks Clergy	Throughout year	Grants, Building budget	Throughout year	Survey improvement in student relationships
Implement Safe and Civil School Common area lesson plans	Brooks Clergy Melissa Brownell	Throughout year	None	Throughout year	Staff/student Survey
Continue to refine use of the Student Management Center as an alternative to suspensions	Mark Robinson	Throughout year	None	Throughout year	Staff Survey

Continue quarterly Student Recognition, focus on 4 specific character traits	Jeff Nelson	Throughout year	None	Throughout year	Staff Survey
Increase the 'Cougar Ambassador' program, peer assistance group. Include student interpreters for non-English speaking students	Brooks Clergy	Throughout year	None	Throughout year	Student/Staff survey
Continue to work with Columbia Booster Club to include more parents	Jeff Nelson	Throughout year	None	Throughout year	Parent input/survey
Continue the 'All Cougar Kick Off Day' orientation for 8 <sup>th</sup> and 9 <sup>th</sup> grade students and parents. Include teachers and other staff in this day.	Mark Robinson Julie Waldman	August 25, 2011	Building budget		Big turnout! Parent/staff survey
Create opportunities for staff to develop/acquire in-class strategies to assist ELL students-emphasize researched best practices (refer to District AMAO Improvement plan for examples) , pp. 8, 10, 12, 13, 16, 17, 18, 21, 22, 23, 24)	Jeff Nelson Suzanne Shade Mark Knight Cindy Swenson Ed Scheidt	Throughout year	District/building budget Suzanne Shade	Throughout year	Staff Survey, Informal observation to determine implementation of strategies
Improve implementation of Child Study Team (CST) to include referencing K-7 cultural data collection forms.	Brooks Clergy Suzanne Shade Nancy Fitta	Throughout year	None	Throughout year	Increased numbers of student referrals

Goal Assessment (Impact on Student Achievement)

Via surveys of parents, students, and staff, an increase of at least 5% in satisfaction regarding student activities, building climate and safety will be realized by all stakeholders.

Specific Goal Three: Further Implement 'Next Steps' in our Standard Bearer work  
 Each department identify 3 or 4 HTT/DTL concepts to address via WOW Academies, including a focus on student input as a pre-design, design, and post-design elements. Additional emphasis on ELL and Low Income students. Specific focus on Math.

<b>Task</b>	<b>On Point</b>	<b>Start/End</b>	<b>Budget/ Resources</b>	<b>Monitoring Date</b>	<b>Indicators of Success</b>
Utilizing teacher leadership, staff will be introduced to HTT/DTL Concepts	Leanna Aker Kirk Dodge Elaine Smith	Throughout year	Department Chair Stipend	Throughout year	Survey data and product
Lesson plans for meetings/retreat will be developed to create appropriate activities for sharing and discussion focusing on the HTT/DTL concepts	Kirk Dodge Leanna Aker	Throughout year	Department Chair Stipend	Throughout year	Survey data and product
Departments and individual teachers will set goals relative to the HTT/DTL Concepts	Leanna Aker Kirk Dodge	Throughout year	Department Chair Stipend	Throughout year	Survey data and product
Ongoing, in-building design and redesign work.	Department Chairs	Throughout year	Department Chair Stipend WOW Coordinator	Throughout year	Survey data and product
Increase teacher leaders in WOW Work-Teacher Leader Academy	Jeff Nelson	Throughout year	None	Throughout year	Additional staff in leadership roles

Goal Assessment (Impact on Student Achievement)  
 At least one additional department will apply for and be accepted into District WOW Academies

Specific Goal Four: Improve the Advisory Period-More Student Led Conference Participation

<b>Task</b>	<b>On Point</b>	<b>Start/End</b>	<b>Budget/ Resources</b>	<b>Monitoring Date</b>	<b>Indicators of Success</b>
Organize, distribute, implement Advisory	Robinson, Hockman, Swenson, Clergy	September, 2011 – June, 2012	CJH Budget	Throughout year	Student/staff/parent survey
Organize and Implement Student Led Conferences	Clergy Hockman, Swenson, Robinson	September, 2011 – June, 2012	CJH Budget	Throughout year	Student/staff/parent survey

Goal Assessment (Impact on Student Achievement)  
 Assess success via survey of students, staff, parents.  
 100% of Students represented at Student Led Conferences



**T H E   C O U G A R   C O D E**  
**AT COLUMBIA JUNIOR HIGH SCHOOL**

**Everyone will be  
welcome, respected, and safe.**

**Everyone will be treated fairly  
and with consistency.**

**We believe in high expectations for  
behavior and academics.**

**Each staff member will dress and  
conduct him/herself as a professional  
educator.**

**Each student will dress and conduct  
her/himself as a young adult learner.**

**We are Columbia's caretakers and it is our  
responsibility to pass it along to the next  
generation of students and staff. We will take  
excellent care of our new school.**

updated 10-4-12