

**SCHOOL IMPROVEMENT PLAN
COLUMBIA JUNIOR HIGH SCHOOL
IMPLEMENTATION SCHOOL YEAR 2014-2015**



**Jeff Nelson-Principal
Mark Robinson-Assistant Principal
Steve Blais-Counselor**

**2901 54th Avenue East
Tacoma, WA 98424
253.517.1600
253.517.1605 (fax)**

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

V I S I O N

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.

B E L I E F S

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 2013-2014

Specific Goal One: Increase scores on the 8th grade MSP

Results

- Scores: Reading MSP 72.8% (up 7.2%) Science MSP 63.8%, up 5.1%, Math MSP 48.9% (up 6.6%)
- Hispanic students: Reading up 22.7%, Math up 20.1%, Science up 10.9%, EOC I up 25%
- African American students: Reading up 15.4%, Math up 27.4%
- Low income students: Reading up 6%, Math up 6.4%, Science up 2.3%, EOC I up 12.5%
- EOC Scores: Year one math: 8th grade=96.8% made standard, up 15.3%
- Increased Department and Personal goal setting opportunities, including Student Growth Goals
- Provided staff opportunities to prepare to meet state/national standards
- Shared information with staff regarding the results of MSP and EOC
- Created and Implemented Student Learning Plan Interventions for all 8th students who did not meet standard in one or more areas of the MSP
- Utilized Google Docs as an additional means of collaboration and communication

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. These lesson plans teach our students how to safely move around CJH and the behavior expectations for Common areas
- Increased use of the Student Management Center as an alternative to suspensions
- Continued quarterly Student Recognition, expanded character traits, to include teacher choice of trait. Increased the number of students recognized as SOQ students by 11% over previous year.
- Increased the 'Cougar Ambassador' program, peer assistance group-utilized counseling intern and Substance Abuse Counselor.
- Increased our IMPACT recognition of students.
- Continued to work with Columbia Booster Club to include more parents in all aspects of CJH

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
- Math department met weekly to design lessons and analyze data
- All departments developed work to address HTT/DTL concepts
- Invited students to participate in retreat work!

DATA COLLECTION
For the 2014-2015 School Improvement Plan

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

- 2014 MSP results
- 2014 EOC results
- Low Income, Hispanic, Multiple-Race, White, Student Data
- ELL Testing Results
- Parent input and feedback
- 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
- Additional resources for staff to assist ELL, Low Income, and Hispanic Students
- Emphasis on academic vocabulary in content areas

Needs identified from Learning Improvement Team, Parent, Student Input

- Additional opportunities for parental involvement
- Reinstate Student Led Conferences
- Consistency in application of school rules and guidelines, increased focus on Bullying, Intimidation, and Harassment (BIH) procedures
- Strengthen student bond to school, without Advisory
- New student needs

Evaluation of Impact on Student Achievement for the 2014-2015 School Improvement Plan

**Adequate Progress for the 2014-2015 School Improvement Plan
will be achieved when the stated goals have been met.**

Determining improvement and progress will be framed utilizing the new teacher and principal evaluation criteria:

Teacher Criteria:

1. Centering instruction on high expectations for student achievement.
2. Demonstrating effective teaching practices.
3. Recognizing individual student learning needs and developing strategies to address those needs.
4. Providing clear and intentional focus on subject matter content and curriculum.
5. Fostering and managing a safe, positive learning environment.
6. Using multiple student data elements to modify instruction and improve student learning.
7. Communicating and collaborating with parents and the school community
8. Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning.

Principal Criteria:

1. Creating a school culture that promotes the ongoing improvement of learning and teaching for students and staff.
2. Demonstrating commitment to closing the achievement gap.
3. Providing for school safety.
4. Leading the development, implementation and evaluation of a data-driven plan for increasing student achievement, including the use of multiple student data elements.
5. Assisting instructional staff with alignment of curriculum, instruction, and assessment with state and local district learning goals.
6. Monitoring, assisting, and evaluating effective instruction and assessment practices.
7. Managing both staff and fiscal resources to support student achievement and legal responsibilities.
8. Partnering with the school community to promote student learning.

Additional framing concepts for growth and improvement will utilize OSPI’s “Nine Characteristics of Highly Effective Schools” and the Schlechty Center’s “Schoolhouse Standards”.

<i>Nine Characteristics of Highly Effective Schools</i>	<i>Schlechty Center’s School Standards</i>
1. A clear and shared focus	Standard 1: Patterns of Engagement
2. High standards and expectations for all students	Standard 2: Student Achievement
3. Effective school leadership	Standard 3: Content and Substance
4. High levels of collaboration and communication	Standard 4: Organization of Knowledge
5. Curriculum, instruction and assessments aligned with state standards	Standard 5: Product focus
6. Frequent monitoring of learning and teaching	Standard 6: Clear and Compelling Product Standards
7. Focused professional development	Standard 7: A Safe Environment
8. A supportive learning environment	Standard 8: Affirmation
9. High levels of family and community involvement	Standard 9: Affiliation
	Standard 10: Novelty and Variety
	Standard 11: Choice
	Standard 12: Authenticity

2014-2015 GOALS AND ACTION PLAN

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. All of the goals at CJH will relate to the Fife School District goal of 100% of students graduating on time. Our goals have been developed utilizing the District Strategic Goals and FHS goals.

Specific Goal One: Students will leave CJH prepared to academically, emotionally, and socially succeed in high school.

- 1. Continue Alignment to Common Core State Standards**
 - Late Start Mondays
 - Use of the LDC template
 - Exploring PD for CCSS implementation for both teachers and administrators

2. Instructional Framework Areas of focus

a. Student Engagement

- SE1 – Quality of questioning
- SE5 – Engagement strategies
- SE6 – Substance of student talk

a. Assessment for Student Learning

- A4 – Collection system for formative assessment data
- A5 – Student use of formative assessment data
- A6 – Teacher use of formative assessment data

a. Curriculum and Pedagogy

- CP1 – Alignment of materials and tasks
- CP2 – Teaching approaches and/or strategies
- CP5 – Differentiated Instruction

3. Continue to build RTI and Intervention systems in all schools

- Assessment system
- Intervention materials
- Professional Development

Task	On Point	Start/End	Budget/ Resources	Monitoring Date	Evidence of Success/Implementation
RTI Support	Vanessa Lindgren, Jeff Nelson, Mark Robinson	Yearlong	None	Throughout year	Improved test and grade performance of ELL Students
Data analysis	Department chairs, Jeff Nelson, Mark Robinson	Yearlong	Title II funds	District dates	Additional lessons, units, projects
Late Start Mondays-Align curriculum to Common Core Standards	Jeff Nelson, Mark Robinson	Yearlong	None	Throughout year	Test score improvement
Late Start Monday ELL academic support	Mark Robinson, CJH Paras	Yearlong	None	Prior to MSP	ELL Student scores
Grade incentive for State Assessment performance	Jeff Nelson	Yearlong	None	Prior to MSP	Student affirmation and improved scores
Staff learning targets as part of daily classroom procedures	Jeff Nelson	Yearlong	None	Throughout year	Learning targets in all classrooms
Create department assessments to monitor ongoing student	Department Chairs	Yearlong	None	Throughout year	Collect assessments either by hand or electronically

progress and growth					
Continue OSPI CBAs in PE/Health, SS, and the Arts	Dept. Chairs	Yearlong	None	Throughout year	Rubrics provided, student/staff feedback
Better utilize ELL Support @ CJH 2 periods a day	Chuck Curtice, Elaine Smith, Jeff Nelson	Yearlong	None	Throughout year	Feedback from Mr. Curtice, Mrs. Smith, Mr. Nelson, parents/community members
Increase collaboration between General Education teachers and ELL support staff	Chuck Curtice, Elaine Smith, Jeff Nelson	Yearlong	None	Throughout year	Feedback from Mr. Curtice, Mrs. Smith, Mr. Nelson, department chairs, parents/community members
Professional development in staff identified areas of growth, based upon CEL Guiding Questions	Jeff Nelson	Yearlong	None	Throughout year	Staff self assessments and evaluations
Redesign Specific Math Tools Class To Assist Struggling Learners	Jeff Nelson, Kirk Dodge, DJ Heltsley	Yearlong	None	Throughout year	Test Scores, AYP results, constant monitoring of learning

Goal Assessment (Impact on Student Achievement)

- Establish baseline SBAC scores for 8th grade students
- Maintain high level scores on EOC exams
- Implement CBAs in relevant departments (SS, Arts, PE/Health)

Specific Goal 2: CJH students will learn in a safe, supportive, and orderly environment.

Task	On Point	Start/End	Budget/ Resources	Monitoring Date	Indicators of Success
Replace Drug/Alcohol services at CJH	Jeff Nelson, Mark Robinson	Throughout year	Building Budget split with District office Budget	Throughout year	Decreased student need of services
Renew Red Ribbon Drug/Alcohol Awareness Program	Steve Blais	Throughout year	Grants, Building budget	Throughout year	Survey improvement in student relationships
Continue to refine use of the Student Management Center as an alternative to suspensions	Mark Robinson	Throughout year	None	Throughout year	Staff Survey

Increase quarterly Student Recognition numbers of students	Jeff Nelson	Throughout year	None	Throughout year	Staff Survey, parents/community members involvement
Increase the 'Cougar Ambassador' program, peer assistance group. Include student interpreters for non-English speaking students	Steve Blais	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	Parents/community members involvement
Continue the 'All Cougar Kick Off Day' orientation for 8 th and 9 th grade students and parents. Include teachers and other staff in this day.	Mark Robinson Julie Waldman	August 27, 2014	Building budget		Big turnout! Parent/staff survey, high levels of family and community involvement
Focus on Two Grades, One School theme. Focus on CJH students' accomplishments	Jeff Nelson, CJH Staff	Throughout year	None	Throughout year	Staff/student feedback
Review of safety plans	Jeff Nelson, Mark Robinson, Ben Ramirez, Officer Gilbert	Throughout year	None	Throughout year	Final review with Officer Gilbert
Safety drills and procedures	Jeff Nelson, Mark Robinson, Ben Ramirez, Officer Gilbert	Throughout year	None	Throughout year	Final review with Officer Gilbert
BIH procedures, student and staff training	Jeff Nelson, Mark Robinson	Throughout year	None	Throughout year	Student/staff survey

Cougar IMPACT program	Jeff Nelson, Mark Robinson, Staff	Throughout year	Building budget	Throughout year	Student bracelets everywhere!
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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: Professional Development and Growth

Task	On Point	Start/End	Budget/ Resources	Monitoring Date	Indicators of Success
Enhance the TPEP system	Jeff Nelson	Throughout year	Building,	All year	Staff understanding, goals, implementation of system
Staff/evaluator self-assessment and goal setting conferences	Jeff Nelson, Mark Robinson	October	None	October	Goals and conferences achieved
TPEP observations and evidence gathering	Jeff Nelson, Mark Robinson, Ben Ramirez	Throughout year	Building,	All year	Ample evidence from all teachers
Professional growth goals	Jeff Nelson, Mark Robinson	Throughout year	Building,	All year	100% utilization among teachers and administrators
Common Core Alignment	Jeff Nelson, Mark Robinson, Department Chairs	Throughout year	Building,	All year	Curriculum map for all departments by year end
Monthly, targeted, criterion specific joint walkthroughs for observation and evidence gathering	Jeff Nelson, Mark Robinson, Ben Ramirez, Kevin Alfano	Throughout year	Building,	All year	Completed observations and evaluations

Goal Assessment (Impact on Student Achievement)

All of these areas of professional growth will results in better performance by students on assessments.

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 school.**

updated 10-15-14