

**SCHOOL STRATEGIC PLAN  
COLUMBIA JUNIOR HIGH SCHOOL  
IMPLEMENTATION SCHOOL YEAR 2015-2016**

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**Mark Robinson-Principal  
Mark Beddes-Assistant Principal  
Deana Holmes-Counselor**

**2901 54<sup>th</sup> Avenue East  
Tacoma, WA 98424  
253.517.1600  
253.517.1605 (fax)**

**FIFE PUBLIC SCHOOLS**  
**Strategic Plan**

*Together, We Are Fife!*

District Aspiration

Fife Public Schools aspires to be a top tier learning organization in which all students are being prepared for college, career, and life.

District Mission

The mission of Fife Public Schools is to provide an engaging and safe environment where learning is linked to life.

District Vision

The vision of Fife Public Schools is to develop students who are caring and compassionate, prepared for life's challenges and accountable.

*The ideas within the District Strategic Plan are reflected within the school strategic planning process for Columbia Junior High. The aspiration, mission, and vision, combined with the four goal areas, served as a framework in which to fit our school's strategic plan.*

Fife Public Schools Strategic Plan's goals pertain to the following:

- Academic Excellence
- Transition Readiness
- Parent, Family, Community
- High Quality Work Force

## COLUMBIA JUNIOR HIGH SCHOOL

### 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.

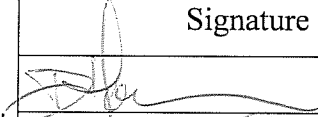

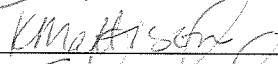
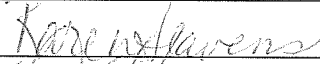


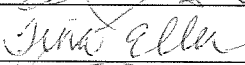
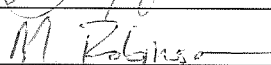
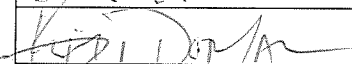
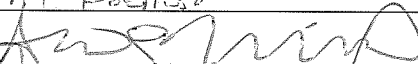
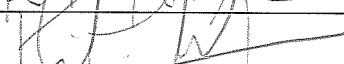


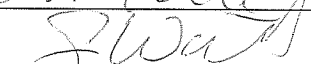
### BELIEFS

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 demonstrate respect for one another.
- Parents and community members play an integral part in helping staff and students find success here at CJH.

### PARTICIPANTS

The development of the 2015-16 School Strategic Plan includes input from staff, parents, and community members along with data collected through student input.

Signature	Date	Signature	Date
	10-20-15		10/20/15
	10-20-15		10/20/15
	10-20-15		10/20/15
	10-20-15		10/20/15
	10-20-15		10/20/15
	10-20-15		10/21/15
	10/20/15		
	10-20-15		

Submitted for School Board approval on 10/13/15

## MEETING/REVIEW DATES

September/October - approval  
January/February - mid-year  
March/April - late-year  
June – review of 2015-16 and preparation for 2016-17

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## CELEBRATION OF SUCCESSES

For the Columbia Junior High School  
School Improvement Plan 2014-2015

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

### Results

- 58% on ELA SBAC. 39% on Math SBAC.
- 84% on Algebra I EOC.
- 63% on Science MSP
- Math and ELA departments utilized technology and other resources including the SBAC digital library and various CCSS applications.
- Increased number of offerings for afterschool intervention
- Increased number of students attending help session with teachers
- Increased Department and Personal goal setting opportunities, including Student Growth Goals
- Provided staff opportunities to prepare to meet state/national standards
- Mailed letters home to struggling students on more than 6 occasions

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

### Results

- Implemented Red Ribbon Drug/Alcohol Awareness Program
- Use of new student information system (Skyward) to track academic, attendance, and social progress of students.
- Increased attendance at both fall and spring conferences through increased communication with parents.
- Held school-wide classroom meetings to discuss academic progress
- Increased use of the Student Management Center as an alternative to suspensions
- Continued quarterly Student Recognition
- Increased the 'Cougar Ambassador' program, peer assistance group
- Increased our IMPACT recognition of students.
- Continued to work with Columbia Booster Club to include more parents in all aspects of CJH

Goal Three: Professional Development and Growth

- All departments utilized LSM times to work with colleagues in departments
- Staff learned about RTI systems and implemented tier 1 foundational efforts such as increased communication, targeted feedback to students and parents, and other means of catching students before they fall too far behind.
- Math and LA departments utilized technology and other resources such as iPad minis

DATA COLLECTION  
For the 2015-2016 School Improvement Plan

Information was gathered from multiple sources including feedback from our staff, Learning Improvement Team (LIT), students, and parents. The following are the components survey results:

- 2015 SBAC results
- 2015 EOC results
- Student subgroup assessment data
- D/F data compiled from 2014-15 school year
- ELL Testing Results
- Afterschool intervention attendance stats
- HYS data
- 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
- Continued usage of LSM times to address teaching and learning needs

Needs identified from Learning Improvement Team, Parent, Student Input:

- Additional opportunities for parental involvement/engagement
- Increased methods of communication with home, parents, and community
- A structure for incorporating lessons pertaining to strategies for success
- Consistency in application of school rules and guidelines, increased focus on Bullying, Intimidation, and Harassment (BIH) procedures
- Strengthen student bond to school, with a two year school
- Increased recognition for students doing a great job academically, behaviorally, and socially
- Continued focus on professional development as a way to better meet student needs and foster professional growth

## 2015-2016 GOALS AND ACTION PLAN

*Our goals have been developed utilizing the District Strategic Plan.*

**Overarching Goal #1: Students will leave CJH prepared to academically, emotionally, and socially succeed in high school.**

1. **Increase the number of students earning six credits by the end of their 9<sup>th</sup> grade year.**
  - In 2014-15, 96 9<sup>th</sup> grade students failed one or more course during the year (31%)
    - In 2015-16, we would like have over 80% of 9<sup>th</sup> grade students leave CJH on-time to graduate.
2. **Increase percentage of students meeting standard on the Math and ELA SBA**
  - In 2014-15, Math SBAC scores were 39% met standard
    - In 2015-16, we would like to see 50% or more students meet standard on the Math SBA.
  - In 2014-15, ELA SBAC scores were 58% met standard
    - In 2015-16, we would like to see a 5% improvement in ELA SBA scores (63%)
3. **Continued development of Multi-tiered System of Support (MTSS) including the use of research-based instructional strategies across departments**
  - In 2014-15, we increased staff understanding of RTI as means of intervening on behalf of students. This included increased use of after school intervention and direct communication with home.
    - In 2015-16, we would like to continue many of our efforts, including expanding the scope of this work to encompass more aspects of school.
4. **Expand offerings and usage of after-school intervention**
  - In 2014-16, we had two sessions of afterschool CUB time, as well as number of other teachers staying after to work with students.
    - In 2015-16, we would like to expand this program to include four out of five days, and increase the average weekly attendance throughout the year.

*Note: The following table describes tasks and efforts implemented this year in support of reaching the overarching and sub-goals listed above.*

Task	On Point	Start/End	Budget/ Resources	Monitoring Date	Evidence of Success/Implementation
MTSS Support	Deana Holmes, Vanessa Lindgren, Mark Beddes, Mark Robinson	Yearlong	None	Throughout year	Improved test and grade performance of various subgroups
SSP Review process	Mark Robinson, LIT members	Yearlong	None	See SSP	Meeting dates/notes
Collaboration Mondays- Professional work centered around curriculum, instruction, and assessment	Mark Robinson, Mark Beddes Department chairs	Yearlong	None	Throughout year	Test score improvement
Late Start Monday academic support	Mark Beddes, CJH Paras	Yearlong	None	Quarterly	Attendance and student data

Grade incentive for State Assessment performance	Mark Robinson	Yearlong	None	Prior to SBAC	Student affirmation and improved scores
Student-Parent Attendance conferences, contracts, and BECCA proc.	Mark Beddes	Yearlong	None	Throughout year	Increase in attendance of students identified with previous attendance issues
Staff learning targets as part of daily classroom procedures	Mark Robinson, Mark Beddes	Yearlong	None	Throughout year	Learning targets in all classrooms
Create department assessments to monitor ongoing student progress and growth	Mark Robinson, Department Chairs	Yearlong	None	Throughout year	Collect assessments either by hand or electronically
Continue OSPI CBAs in PE/Health, SS, and the Arts	Dept. Chairs	Yearlong	None	Throughout year	Rubrics provided, student/staff feedback
Better utilize ELL Supports including teacher, para, and staff PD	Chuck Curtice, Elaine Smith, Mark Robinson Vanessa Lindgren	Yearlong	None	Throughout year	Student achievement data, Feedback from Mr. Curtice, Mrs. Smith, Mr. Robinson, parents
Increase collaboration between General Education teachers and ELL support staff, including the hire of an Exited-ELL EA	Chuck Curtice, Elaine Smith, Mark Robinson	Yearlong	None	Throughout year	Feedback from Mr. Curtice, Mrs. Smith, Mr. Robinson, dept chairs, parents/community members
Professional development in staff identified areas of growth	Mark Robinson	Yearlong	None	Throughout year	Staff self-assessments and evaluations

**Overarching Goal # 2: CJH students will learn in a safe, supportive, and positive environment.**

**1. Implement baseline PBIS efforts across the school**

- In years past, the climate and culture of our building has been great, but we recognize the opportunity to further this work to engage more students.
  - In 2015-16, we would like to make tangible gains in increasing the positive climate at CJH, as measured by student participation in activities and amount of student recognition opportunities throughout the year.

**2. Reinstigate a Student Support Team (SST) model to intervene on behalf of at-risk or struggling students.**

- In 2014-15, a formal SST structure did not exist; therefore, it is essential that we very purposefully design and implement an SST structure that has system and student implications.
  - In 2015-16, we would like to have monthly SST meetings, as well as define structural gaps

**3. Implement a “Check and Connect” program**

- In years past, office and other staff often met with students on an individual basis.
  - In 2015-16, we would like to run 3 or 4 Check and Connect groups, whereby we track student’s growth throughout the year.

*Note: The following table describes tasks and efforts implemented this year in support of reaching the overarching and sub-goals listed above.*

Task	On Point	Start/End	Budget/ Resources	Monitoring Date	Indicators of Success
Renew Red Ribbon Drug/Alcohol Awareness Program	Deana Holmes	Throughout year	Grants, Building budget	Throughout year	Survey
Continue to refine use of the Student Management Center as an alternative to suspensions	Mark Beddes Kim Elliott	Throughout year	None	Throughout year	Staff Survey
Use of Student Behavior Support Form as a means of tracking student needs	Mark Beddes, Deana Holmes	Throughout year	None	Throughout year	Decrease of significant discipline issues
Increase quarterly Student Recognition numbers of students	Mark Robinson	Throughout year	None	Throughout year	Staff Survey, parents/community members involvement
Increase the 'Cougar Ambassador' program, peer assistance group.	Deana Holmes	Throughout year	None	Throughout year	Student/Staff survey
Continue to work with Columbia Booster Club to include more parents	Mark Robinson	Throughout year	None	Throughout year	Parents/community members involvement
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 Beddes Julie Waldman	August 28, 2015	Building budget		Big turnout! Parent/staff survey, high levels of family and community involvement
Focus on COUGAR PRIDE for students and "Whatever it takes" for staff.	Mark Robinson, Mark Beddes, and CJH staff	Throughout year	None	Throughout year	Staff/student feedback
Review of safety plans	Mark Robinson, Mark Beddes, Ben Ramirez, Officer Gilbert	Throughout year	None	Throughout year	Final review with Officer Gilbert
Safety drills and procedures	Mark Robinson, Mark Beddes, Ben Ramirez, Officer Gilbert	Throughout year	None	Throughout year	Final review with Officer Gilbert
BIH procedures, student and staff training, including intro assembly	Mark Beddes, Mark Robinson	Throughout year	None	Throughout year	Student/staff survey



**Overarching Goal #3: Professional Development and Growth**

**1. Use of Collaboration Monday Inquiry Cycle**

- In the last two years, Late Start Mondays have been utilized for curriculum mapping and other departmental efforts.
  - In 2015-16, we would like to foster professional conversation and growth through the use of a CM inquiry cycle and Google reporting form.

**2. Use of staff meetings as a platform for professional development including CEL5D+**

- In the last two years of implementing TPEP as an instructional framework, the work done at staff meetings has steadily taken on the theme of instructional improvement and the sharing of best practices.
  - In 2015-16, we would like to continue this trend and be able to define PGG and SGG trends, as well as which strategies have been shared.

*The following table describes tasks and efforts implemented this year in support of reaching the overarching and sub-goals listed above.*

<b>Task</b>	<b>On Point</b>	<b>Start/End</b>	<b>Budget/ Resources</b>	<b>Monitoring Date</b>	<b>Indicators of Success</b>
Enhance the use of CEL5D+ instructional framework	Mark Robinson	Throughout year	Building,	All year	Staff understanding, goals, implementation
Staff/evaluator self-assessment and goal setting conferences	Mark Robinson, Mark Beddes	October	None	October	Goals and conferences achieved
Pivot observations and evidence gathering	Mark Robinson, Mark Beddes	Throughout year	Building,	All year	Ample evidence from all teachers
Professional growth goals	Mark Robinson, Mark Beddes	Throughout year	Building,	All year	100% utilization among teachers/ administrators
Common Core Alignment	Mark Robinson, Mark Beddes, Department Chairs	Throughout year	Building,	All year	Curriculum map for all departments by year end
Integration of PD throughout various meetings this year	Mark Robinson, Mark Beddes, Ladd Wolfe, Jenn Burrus, Jeff Nelson	Throughout year	Building,	All year	Completed observations and evaluations

**Overarching Goal #4: Parent, Family, and Community Communication and Involvement**

**1. Increase communication with stakeholders using a variety of means**

- In years past, CJH has always done a good job communicating with stakeholders about all aspects of school – student progress, events, efforts, etc.

- In 2015-16, we would like to increase our communication with home using these same methods, and possibly by adding additional means.
2. **Increase attendance/involvement in school conferences, staffings, and other venues for communicating student progress**
- In 2014-15, by increasing the amount of communication with homes of students who were struggling, attendance at conferences and the use of translation

*Note: The following table describes tasks and efforts implemented this year in support of reaching the overarching and sub-goals listed above.*

<b>Task</b>	<b>On Point</b>	<b>Start/End</b>	<b>Budget/ Resources</b>	<b>Monitoring Date</b>	<b>Indicators of Success</b>
Redesign of spring conferences	Mark Robinson, Mark Beddes, LIT	December/ spring conf.	Building	End of school year	Attendance at conf. Parent and staff feedback
Improvements to website, Facebook page, etc.	Mark Robinson, Mark Beddes	Throughout year	None	All year	Parent feedback
Use of Skyward Message Center to send messages	Mark Robinson, Mark Beddes	Throughout year	None	All year	Staff and parent feedback
Use of Schoolmessenger to communicate upcoming events and important dates	Mark Robinson	Throughout year	None	All year	Parent feedback
Communication from office and staff regarding students' progress	Mark Robinson, Mark Beddes, Deana Holmes	Throughout year	None	All year	Staff and parent feedback

**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