

**SPRING HILL JUNIOR HIGH CAMPUS PERFORMANCE OBJECTIVES
2008 - 2009**

CAMPUS GOAL: #1 STUDENT PERFORMANCE

RELATED DISTRICT GOAL: #1and #2 STUDENT PERFORMANCE

ACADEMIC EXCELLENT INDICATOR: STUDENT PERFORMANCE AND ATTENDANCE

OBJECTIVES	ACTIONS	PERSONS RESPONSIBLE	RESOURCES	COMPLETION DATES	METHOD OF ASSESSMENT
1. Maintain or improve TAKS scores	2. a) Use different teaching styles to reach all students. b) Practice all skills tested on TAKS. c) Teach test taking skills.	1. a) All teachers b) Utilize content mastery teacher as remediation coach c) All teachers	1. Campus funds/local	1. End of 2008-09 school year	1. Evaluation of TAKS scores for 2008-09
2. Encourage attendance by students.	2. a) Notify parents when students are habitually absent b) Reward students for perfect attendance. Have a drawing for cash at the end of each six week	2. Staff	2. Local	2. End of 2008-09 school	2. Attendance will reach 97% at the end of the school year.
3. Instill students meeting proper classroom academic expectations	3. a) Establish lunch study time for students who fail multiple classes per six weeks. Other students given free lunch time.	3. Staff	3. Campus funds/local	3. End of 2008-09 school year	3. Reduction in the number of classes failed per six weeks

2008 - 2009

CAMPUS GOAL: #2 CURRICULUM

RELATED DISTRICT GOAL: #1 STUDENT PERFORMANCE

ACADEMIC EXCELLENT INDICATOR: STUDENT PERFORMANCE

OBJECTIVES	ACTIONS	PERSONS RESPONSIBLE	RESOURCES	COMPLETION DATES	METHOD OF ASSESSMENT
4. Give students opportunities to improve deficient areas.	1. Materials will be provided to students for remedial work. Summer school will be recommended as a remediation. Remediate TAKS failures as required by SSI.	1. Teachers	1. Local	1. May 2009	1. TAKS scores, Achievement tests
5. Improve vertical/horizontal alignment of curriculum	2. Begin implementing CScope curriculum	2. Principal, Assistant Principal Teachers	2. Local	2. May 2009	2. TAKS scores, Teacher input
6. Make teachers aware of students qualifying for an accelerated education.	3. Identify students through At Risk, TAKS failure, and teacher recommendation.	3. Principal, Teachers		3. End/Yr.	3. TAKS scores, % of promotion
7. Provide options of elective classes.	4. Maintain/develop character education	4. Principal		4. End/Yr.	4. Principal/teacher evaluation
8. Challenge students to a higher academic level.	5. Develop math/science and UIL academic teams and compete at invitational meets. Continue PreAP class for 8 th English.	5. Principal	5. Campus/local fund	5. Meet dates End of year	5. Meet results Principal/teacher
6. Remediate students with academic needs.	6. Maintain a content mastery lab.	6. Principal	6. Comp Ed - \$4,000	6. Ongoing	6. Teacher input

**SPRING HILL JUNIOR HIGH CAMPUS PERFORMANCE OBJECTIVES
2008 - 2009**

CAMPUS GOAL: #3A QUALIFIED AND EFFECTIVE TEACHERS WILL BE ATTRACTED AND RETAINED

RELATED DISTRICT GOAL: #1 STUDENT PERFORMANCE

ACADEMIC EXCELLENT INDICATOR: STUDENT PERFORMANCE

OBJECTIVES	ACTIONS	PERSONS RESPONSIBLE	RESOURCES	COMPLETION DATES	METHOD OF ASSESSMENT
2. Encourage staff development areas of human relations, teamwork.	1. Workshop	1. Principal	1. Local Title II	1. 2008 - 2009	1. Evaluation feedback from staff following development days.
2. Provide class sizes that are manageable and allow effective teaching.	2. Add positions to current staff	2. Principal	2. Local funds	2. August 2008	2. Evaluation and feedback from teachers and students.
3. Make teachers aware of salary and benefit package.	3. Distribute salary schedule.	3. Teachers, Administrator		3. On going	3. Continue with individual notification of salary and sick leave information.
4. Maintain a climate attractive to quality teachers.	4. Workshop, special treats.	4. Principal	4. Campus/local funds	4. On going	4. Feedback from staff

**SPRING HILL JUNIOR HIGH CAMPUS PERFORMANCE OBJECTIVES
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CAMPUS GOAL: #3B ALL STUDENTS WILL BE TAUGHT BY HIGHLY QUALIFIED TEACHERS.

RELATED DISTRICT GOAL: #1 STUDENT PERFORMANCE

OBJECTIVES	ACTIONS	PERSONS RESPONSIBLE	RESOURCES	COMPLETION DATES	FORMATIVE EVALUATION	SUMMATIVE EVALUATION
100% of new hires will meet highly qualified status prior to employment.	1. Conduct recruitment activities to ensure highly qualified personnel in all positions. Activities will include posting vacancies in multiple sites/organizations and maintaining active web page.	Principal	Local	August 1 January 1 May 1	Number of positions posted Number of applications completed Number of visits on the web page counter	Personnel files, highly qualified worksheets, and principal attestations
100% of core area teachers will be highly qualified.	2. Maintain an effective teacher mentoring and professional development program in order to train and retain highly qualified staff.	Campus Principal	Local	September 1 May 1	Mentor assignments Mentor conference logs Mentor journals Professional Development records	Personnel files, highly qualified worksheets, and principal attestations
100% of all core teachers will be highly qualified	3. Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all meet highly qualified status.	Human Resources Director	Local	August 1	Personnel files Professional Development records Teacher interviews	Personnel files, highly qualified worksheets, and principal attestations

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CAMPUS GOAL: #4 PARENT AND COMMUNITY INVOLVEMENT

RELATED DISTRICT GOAL: #5 PARENT AND COMMUNITY INVOLVEMENT

ACADEMIC EXCELLENT INDICATOR: NA

OBJECTIVES	ACTIONS	PERSONS RESPONSIBLE	RESOURCES	COMPLETION DATES	METHOD OF ASSESSMENT
3. Use volunteers at all levels.	1. List of volunteers, parents, student activities, field trips.	1. Administration, teachers, volunteer coordinator.	1. Volunteers	1. End of year	1. Evaluation by administrator and teacher.
2. Communicate on-going and planned programs with community members.	2. a) Annual Parent Night b) PTA Programs c) Booster Clubs d) Student Activities e) Parent/student orientation for 6 th graders f) Use website to communicate school activities g) FCA h) Students Council	2. Administrators, Teachers, Coaches	2. Local Campus fund	2. End of year	2. Parent and community response. Evaluation by school personnel. Amount of financial assistance generated.
3. Use community members on committees as appropriate.	3. a) Site Based Committee b) Gifted and Talented Program Committee. c) Junior Achievement d) Fund-Raisers	3. Administration, Site Base Chairman, Gifted and Talented Teacher.		3. End of year	3. Logs, Committee reports.
4. Encourage parent involvement with student needs.	4. a) Monthly newsletter to parents promoting school success, parent involvement, and more effective parenting. b) Parent tutorials to learn subject information to help their children	4. Principal	4. Parents Teachers	4. On going	4. Parent Input Teacher Input

CAMPUS GOAL: #5 INNOVATION - USE OF THE COMPUTER

RELATED DISTRICT GOAL: #1 STUDENT PERFORMANCE

ACADEMIC EXCELLENT INDICATOR: NA

OBJECTIVES	ACTIONS	PERSONS RESPONSIBLE	RESOURCES	COMPLETION DATES	METHOD OF ASSESSMENT
<p>4. Encourage the use of computers in instruction and administration.</p> <p>6. Upgrade computer lab to meet current needs. (i.e. student numbers, content requirements, teacher access, Internet capabilities, etc.)</p>	<p>1. & 2.</p> <p>a) Continue purchasing more educational software & hardware</p> <p>b) Continued staff development</p>	<p>1. & 2.</p> <p>a) Administration, Technology Committee, staff</p> <p>b) Administration</p>	<p>1. & 2. Local Technology fund</p>	<p>1. & 2. On going</p>	<p>1. & 2. Increase of lab and computer equipment software.</p> <p>/</p>
<p>3. Make parents aware of school activities</p>	<p>3. School Bulletin web site</p> <ul style="list-style-type: none"> ➤ weekly calendar ➤ teacher assignments ➤ photo pages 	<p>3. Administration, staff</p>		<p>3. On going</p>	<p>3. Parent input, administration monitoring</p>

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CAMPUS GOAL: #5 INNOVATION - TECHNOLOGY

RELATED DISTRICT GOAL: #1 STUDENT PERFORMANCE

ACADEMIC EXCELLENT INDICATOR: NA

OBJECTIVES	ACTIONS	PERSONS RESPONSIBLE	RESOURCES	COMPLETION DATES	METHOD OF ASSESSMENT
1. Upgrade/maintain library computer research capability.	1. Administrative approval	1. Administration	1. Local fund	1. On going	1. Library complete and operational.
2. Purchase technical equipment for use in each classroom and labs.	2. Administrative approval	2. Administration	2. Local Technology fund	2. On going	2. Classrooms complete with multiple computers.
3. Integrate more computer programs to support TEKS	3. Evaluate programs & train teachers	3. Technology Support Person	3. Local Campus fund	3. On going	3. Feedback from staff

SPRING HILL JUNIOR HIGH CAMPUS PERFORMANCE OBJECTIVES

CAMPUS GOAL: #6 COMMUNICATION

RELATED DISTRICT GOAL: #5 PARENT COMMUNITY

ACADEMIC EXCELLENT INDICATOR: NA

OBJECTIVES	ACTIONS	PERSONS RESPONSIBLE	RESOURCES	COMPLETION DATES	METHOD OF ASSESSMENT
1. Inform SHISD public of plans, activities, and needs of the district. <ul style="list-style-type: none"> · TAKS dates · Report Cards · Progress Reports · Immunization information · School policies 	2. Campus Weekly Bulletin informing of upcoming events in ACADEMICS, BAND, STUDENT COUNCIL, ATHLETICS, ETC. <ul style="list-style-type: none"> · Public Access TV · Local Newspaper · Panther Paw · Radio - KYKX · District Calendar · Newsletters · Campus Calendar 	1. All persons who have newsworthy material: School Staff	1. Local fund	1. Weekly	1. Information is in on time.
2. Improve communications between the school and home.	2. Parent Night Career Day Volunteer Program Parent Conferences Recycling - Weekly Drop-Off Organization Notebook (PAWS)	2. Same as # 1 School Staff	2. Local Campus fund	2. Scheduled accordingly	2. Teacher's observation, records, visitors logs.
3. Make parents aware of students' academic and extra curricular events.	3. Teacher's school website	3. Teacher, Administrator		3. Weekly	3. Parents/teacher feedback.
4. Make parents aware of students' grades	4. VCI computer program	4. Teacher			

**SPRING HILL JUNIOR HIGH CAMPUS PERFORMANCE OBJECTIVES
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CAMPUS GOAL: #7 STUDENT SAFETY

RELATED DISTRICT GOAL: #4 SCHOOL CLIMATE

ACADEMIC EXCELLENT INDICATOR: NA

OBJECTIVES	ACTIONS	PERSONS RESPONSIBLE	RESOURCES	COMPLETION DATES	METHOD OF ASSESSMENT
2. Provide a safe environment conducive to student learning.	1. a) Inform students of appropriate and expected behaviors. b) Monitor student behavior and apply corrective behaviors as appropriate.	1. a) Principal b) Staff	1. b) Comp Ed - Kilgore Alternative Fund	1. a) September 2008 c) May 2009	1. a) Review of Discipline Report Handbook, Student Code of Conduct b) Discipline Reports
1. Instill proper student behavior at school and school related activities.	3. Recognize appropriate student behavior · Good citizenship · Rewards · Privileges	2. Staff		2. On going	2. Staff input surveys, Discipline reports.
3. Provide social skills development opportunity for students.	3. Allow students to participate in programs · Counselor · Gregg County Youth Program · Boy/Girl Scouts · Virginity Rules · Peer Mediation Program · WAVE Group	3. Principal, Counselor, Group Coordinators		3. On going	c) Staff surveys, student surveys
4. Provide safe procedures in emergency situations.	4. Update emergency procedures.	4. Principal, Counselor, District Committee	4. SDSF Fund	4. End of Year	4. Procedure Policy Manual, drills