



Dana Moore
Principal

West Oso Junior High School

Campus Improvement Plan

2023-2024



Charles Perez
Assistant Principal



Becoming Empowered And Responsible Scholars

West Oso Junior High School

Campus Leadership Team



Dana Moore

Charles Perez

Amanda Pontillo

Crystal De La Garza

Paul Alvarado

Joseph Garcia

Beatrice Esquivel

De'Lyla Gonzalez

Elizabeth Marley

Krystle Rodriguez-Barboza

Michelle Sturgeon



West Oso Junior High School

Campus Improvement Plan



Vision:

Embrace real world education to ensure self-reliant and socially responsible citizens.

Mission:

Enrich and build a progressive school community through relevant and diverse opportunities. Students will explore and identify career interests and pathways.

WOJH Believes:

parents/guardians are the child's first and best teachers

in the strength of business, community, and higher education partnerships

students' confidence and self-awareness grow through personalized learning environments

in open, constructive, and mutually respectful communication between all school community members

in the power of problem-solving, creativity and perseverance, preparing students for an ever-changing world

Table of Contents



Demographics

Comprehensive Needs Assessment Data Sources

Comprehensive Needs Assessment Strengths and Needs

Goal One: WOISD will provide a safe, healthy, and nurturing environment for all.

Goal Two: WOISD will broaden and strengthen connections with families and community to achieve a culture of excellence.

Goal Three: WOISD will implement a dynamic curriculum based on effective teaching and learning practices that are responsive to students' needs.

Goal Four: WOISD will offer advanced coursework, field experiences, and extra-curricular activities in preparation for post-graduation college and career pathways.

Goal Five: WOISD will attract, develop, support, and retain highly qualified staff.

Goal Six: WOISD will generate fiscally and ethically sound decisions that address current and future needs.

Appendix A: Members of Campus Advisory Team

Appendix B: Student Achievement Data

Demographics



West Oso Junior High is a mid-size Title I school grades 6-8. Our personnel are comprised of certified professionals as well as para professionals who serve a diverse student population through a multitude of educational programs. West Oso Junior High School's total enrollment at this time is 434. Our campus enrollment by race ethnicity and group are as follows:

Student Enrollment by Race/Ethnicity		Student Enrollment by Special Populations	
African American	11%	Economically Disadvantaged	83%
Hispanic/Latino	86%	English Language Learner	11%
Two or More Races	<1%	Immigrant	<1%
White	2%	Special Education	12%
		Dyslexia	3%
		GT Students	8%

About 14% of our students are transfer students from nearby districts. Based on patterns of student reflections, our students lack exposure to life's experiences that promote social awareness, political importance, geographic responsiveness to city, state, national and world events. Our students come from challenging circumstances, but still manage to be supported by the school environment that overcomes many barriers

Data Sources

The West Oso Junior High Campus Improvement Plan is developed with ongoing data review using multiple sources and multiple measures of data including:

TEA 2022-2023 STAAR Data

TSDS PEIMS Disaggregation of PEIMS Student Data

Campus and Climate Surveys

Campus and District Assessments

2022-2023 Discipline Data

Financial Data



Comprehensive Needs Assessment

Goal One: WOJH will provide a safe, healthy, and nurturing environment for all.

Strengths:

Intensive safety protocols established during COVID pandemic
Bear Time to have students debrief about current situations
Participation of the suicide identification task force
Card entry for school access
Vestibule entry for added security purposes
Staff completes EduHero trainings in the areas of safety and health
Safety drills as required by the Office of the Attorney General – Texas School Safety Center
Increased camera system for safety
University partnerships
TBSI Training
Staff was provided training over signs of suicide and stress relief
Therapy dogs are available to staff and students
Monthly Coffee with our Counselor and Principal

Needs:

Continue increasing the mindfulness of the social and emotional needs of both staff and students
Continued support for campus morale
Continue increasing the amount of staff that signs up for specific campus committees
Increased support for staff mental health

Goal Two: WOJH will broaden and strengthen connections with families and community to achieve a culture of excellence.

Strengths:

Communities in Schools help in contacting parents of upcoming school events and concerns
Multitude of ways to communicate with parents via social media, robocalls, robtexts, emails, and phone calls
Meeting with parents at school sponsored games and other events
Family and Engagement Coordinator provides support to WOJH families
Summer June bridge program for incoming 6th graders
Bear Camp for incoming 6th graders
ACE Program
Celebration of education for WOJH families to participate
STEM Night
Outside Classroom

Needs:

Continue adding more parental involvement at the campus during specified events such as Open House and Parent Conferences
Team building activities which parent/student/teacher attend to build greater relationships
Parent and Teacher Association needs to be created (in progress)

Goal Three: WOJH will implement a dynamic curriculum based on effective teaching and learning practices that are responsive to the students' needs.

Strengths:

All teachers are trained in TEKS based curriculum
GT and Pre-AP certified teachers
AVID program
Weekly PLCS
Power Zone Vertical Team Meetings after every summative test
Data talks
TLC Conference
HB1416 tutorials are being provided
Tutors in the ELA and Math
Sheltered instruction training
Learn from the experts (TAMUCC)
Outside agencies such as ESC-2 provides direct instructional support and training through Lesson Study
Additional technology programs have been provided to enhance instruction
Additional materials such as supplemental workbooks, surface pros, Chromebooks, and headphones have been provided

Needs:

Additional certified ESL teachers
ESL tutor
Additional ESL training

Goal Four: WOJH will offer advanced coursework, field experiences, and extra-curricular activities in preparation for Post-graduation college and career pathways.

Strengths:

Advanced academic courses offered

CTE courses offered

STEM courses and extracurricular activities offered with support of Citgo

PLTW course offered

AVID program implementation

High school credit courses are offered

Parent meeting nights for 8th grade for high school transition and the Early College High School program

Post-graduation presentations

ROTC is provided

Career day for 8th grade

Field Trips

Tutors in the ELA and math core subjects

Paxton-Patterson Career Ready Lab

Needs:

Full time elective teachers so students can have additional classes to choose from

Professional development in differentiating with advanced students in the classroom

Greater opportunities for partnerships with outside organizations that promote in demand jobs

Network with partners and outside organizations to provide field experiences “shadowing programs”

Goal Five: WOJH will attract, develop, support, and retain highly qualified staff.

Strengths:

Grow Your Own Teachers through TAMU-CC
BTA/Mentor Program for new teachers to the profession
Attend job fairs at universities
Teacher support from the district level C&I Team
Department team leaders are part of the interview process
Increase in academic stipends
Increase in salary
Human Resource Director provides direct support to WOJH
Every 9-weeks thankful celebrations
Monthly staff birthday celebrations
Teacher and Staff Person of the month recognition

Needs:

Expand recruitment base at the state and national level
Campus events involvement
Model lesson for interviews

Goal Six: WOJH will generate fiscally and ethically sound decisions that address current and future needs

Strengths:

Utilization of ESSER funding to ensure PPE and technology needs are met

Budgeting process that began in February of a given year for the following school year with a complete needs assessment that all instructional staff have input

Upgraded cameras and security system

Upgraded technology in the classroom

Upgraded phone and PA system

Upgrades are going to be completed to the interior and exterior doors

Needs:

Competitive salaries and health insurance contribution

Additional budget training and requisition requirements for administration and department chairs

Goal One: WOJH will provide a safe, healthy, and nurturing environment for all.

Performance Objective 1: WOJH will create campus connections events to promote fellowship and a positive school culture every six weeks.

Performance Objective 2: Mental health support sessions for staff and students will be offered throughout the school year.

Strategy	Measurable (Formative and Summative Evaluation)	Achievable (Resources Needed)	Responsible (Person/s)	Time-Bound
Campus Connections events	Campus surveys will be conducted to evaluate the productivity of the campus connections and attendance rosters will be monitored.	Local Funding for supplies and incentives	School staff	October 2023 – May 2024
Monthly Coffee with our Counselor and Principal	An early morning meeting will be established that happens once a month.	Local Funding for supplies	Counselor Principal	October 2023-May 2024
Conduct Safety Drills according to the Texas Safety Center	Monthly Fire Drills Active Shooter drill one per semester Shelter in place and lockdown drills twice a semester	Emergency procedure red books in all classrooms Emergency folder with rosters	Students Teachers/Staff Campus Administration	September 2023-May 2024

Strategy	Measurable (Formative and Summative Evaluation)	Achievable (Resources Needed)	Responsible (Person/s)	Time-Bound
WOJH campus SHAC committee will work in collaboration with the campus advisory team to ensure the well-being of all students.	Administration will provide information to the campus advisory team to ensure agendas are aligned to the needs of SHAC are voiced.	WOJH CAT calendar District SHAC calendar	Campus Administration Campus Advisory Team	September 2023-May 2024
Door Checks	Administration and Police Officers check interior and exterior doors multiple times a day.	Google Spreadsheet	Police Officers Staff Campus Administration	August 2023-May 2024
Campus Training for TBSI, PBIS, Health and Safety, Social-Emotional, and Signs of Suicide	Successful completion of online modules and sign in sheets for in person trainings	District Presenters	District Presenters Staff Campus Administration	August 7, 2023 – November 5, 2023
Complete online EduHero trainings on topics such as: Cyberbullying, Human Trafficking, Armed Intruder Awareness; Suicide Awareness & Prevention; Sexual Harassment	Successful completion of online modules Certificates of Completion	Online Eduhero Platform Title I	Staff Campus Administration	August 2023 – November 2023

Goal Two: WOJH will broaden and strengthen connections with families and community to achieve a culture of excellence.

Title One Element 3.2: Campus shall offer a flexible number of meetings, such as meetings in the morning or evening, and may provide, with funds provided by Title I, Part A, transportation, child care, or home visits, as such services relate to parental involvement.

Performance Objective 1: Improve family engagement through various community outreach events throughout the year.

Performance Objective 2: Community partners will be invited to WOJH to present relevant information to support families in spring 2023.

Strategy	Measurable (Formative and Summative Evaluation)	Achievable (Resources Needed)	Responsible (Person/s)	Time-Bound
We will utilize our CIS Coordinator and the Family Engagement Coordinator to enhance and continue communication of our campus events with our community members	Daily communication through social media, website, flier and phone calls. Sign in sheets and/or virtual sign in	Technology Resources Local Budget	CIS Coordinator Family Engagement Coordinator Educational Technology Administrators Counselor/ Counselor Secretary	August 2023 – May 2024
Campus Parent Engagement Nights	Local funding Incentives Food	Daily communication through social media, website, flier and phone calls. Sign in sheets and/or virtual sign in	Staff Administration Family Engagement Coordinator Counselor CIS	September 2023-May 2024

Goal Three: WOISD will implement a dynamic curriculum based on effective teaching and learning practices that are responsive to students' needs.

TEA Priorities Two: Build a Foundation of reading and math

Title One Element 2.4: will provide opportunities for all children, including each of the subgroups of students (economically disadvantaged students, students from major racial and ethnic groups, children with disabilities and English learners [Sec 1111(c)(2)]) to meet the challenging State academic standards

Title One Element 2.5: will use methods and instructional strategies that strengthen the academic program in the school, increase the amount and quality of learning time, and help provide an enriched and accelerated curriculum, which may include programs, activities, and courses necessary to provide a well-rounded education;

Title One Element 2.6 will address the needs of all students in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

Performance Objective 1: Throughout the year, Additional ESL training will be provided to staff and teachers who will challenge the ESL Supplemental Certification and will attend the preparation course.

Performance Objective 2: Supplemental Academic online programs will be utilized on a weekly basis and will be monitored to track student growth.

Strategy	Measurable (Formative and Summative Evaluation)	Achievable (Resources Needed)	Responsible (Person/s)	Time-Bound
Teachers will be supported through instructional coaching and/or other PD	Teachers will present the strategies to their departments during PLCs and/or during faculty meetings. Cross curricular planning is occurring for preparing for STAAR redesign.	Campus Local Budget	Teachers Administrators C&I Team	August 2023-May 2024

Strategy	Measurable (Formative and Summative Evaluation)	Achievable (Resources Needed)	Responsible (Person/s)	Time-Bound
WOJH utilizes TEKS Resource System (TRS) to develop TEKS aligned lessons	Monitoring of lesson plans for TEK alignment Use of TRS documents: YAG, IFD, Vertical Alignment Document, Resource Bank	TRS Local Funding	Teachers C&I Team Administrators	August 2023- May 2024
WOJH utilizes Reading by design	Verbal mini assessments with Dyslexia Teacher	Reading by Design	Dyslexia Teachers C&I Team Administration	August 2023-May 2024
WOJH utilizes Really Great Reading for students that are struggling with reading.	Benchmark at the beginning of the year and an end of the assessment.	Really Great Reading	Dyslexia Teachers C&I Team Administration	August 2023-May 2024
Eduphoria will be used to analyze formative and summative assessment data to determine mastery of unit objectives and to track growth in performance	Upon the completion of formative and summative assessments data is reviewed to monitor student progress. Students will show a 5% growth from one assessment to the next.	Data Trackers Title I Campus Local Budget	Teachers Administrators Counselor C&I Team	August 2023 – May 2024

Strategy	Measurable (Formative and Summative Evaluation)	Achievable (Resources Needed)	Responsible (Person/s)	Time-Bound
Advisory Period	100% of students will participate in an additional 30 minutes ELAR and Math tutoring twice a week.	Zearn (Math) and Quill (ELAR) Title I Blended Learning Grant	Teachers C&I Team Administrators	October 2023-May 2024
Tutors will provide daily in class support and pull out to struggling students in ELA, Math and ELL students	Tutor Journals Assessments Progress Reports Report Card Tutorial tracker for HB1416 requirement	Title 1 budget ESSER funds Title III	Teachers Tutors Administrators C&I Team	September 2023–May 2024
STAAR Growth	Upon the completion of the STAAR test our school will show a 5% growth. This will bring the Junior High from a C campus to a B campus.	Power Zone Meetings PLC Meetings Walk-throughs Discipline	Teachers Tutors Administrators C&I Team	August 2023 - May 2024

Goal Four: WOJH will offer advanced coursework, field experiences, and extra-curricular activities in preparation for post-graduation college and career pathways.

TEA Priorities Three: Connect high school to career and college

Performance Objective 1: WOJH will partner with various outside organizations to provide field experiences and career pathways.

Performance Objective 2: Additional professional development will be provided geared towards differentiating with advanced students in the classroom.

Strategy	Measurable (Formative and Summative Evaluation)	Achievable (Resources Needed)	Responsible (Person/s)	Time-Bound
GT Identification, testing, placement and program implementation	Conduct at least 2 Parent Academy meeting focused on GT specific needs and the program at WOJH	Testing Materials Counselor Training	Teachers	Spring 2024
Make contact and build relationships with outside community organizations for field experiences and career pathways	Monitor the list of agreed partnerships with outside organizations Increase by 10% the number of field experience field trips and presentations	Local Funding Career Day	Teachers Administration Counselor CIS	Spring 2024

Strategy	Measurable (Formative and Summative Evaluation)	Achievable (Resources Needed)	Responsible (Person/s)	Time-Bound
Provide virtual and/or in person experiences to College & Career field trip opportunities for growth and exposure to real life experiences	AVID Honors Investigating Careers Discover Your Direction Robotics TAME Adaptive Education	Citgo Local budget Del Mar LULAC CTE and Perkins funds TAMUCC TAMU Kingsville Education to Employment Partners Citgo	Teachers C&I Team Counselor Administration	August 2023-May 2024

Goal Five: WOISD will attract, develop, support, and retain highly qualified staff.

ESF Essential Action: Recruit, select, assign, induct, and retain a full staff of highly qualified educators

TEA Priorities One: Recruit, support and retain teachers and principals

Performance Objective 1: Campus wide ongoing focus on improving culture and climate

Performance Objective 2: Opportunities will be provided for staff to collaborate, reflect, and debrief on organizational culture and climate of the campus

Strategy	Measurable (Formative and Summative Evaluation)	Achievable (Resources Needed)	Responsible (Person/s)	Time-Bound
Teacher Appreciation activities	5% increase in agree/strongly agree survey ratings in regards to culture and climate	Local Funding Incentives	Administration Counselor	August 2023-May 2024
New teachers and 2 nd year teachers at WOJH will be partnered with mentor teachers. Third year teachers will participate in targeted professional learning	Two meetings per semester of Bear Tips Academy for teachers 1-2 years and meetings per semester for 3 rd year teachers. Monthly Mentor meetings and observations for teachers 1-2 years	Continue with the monitoring, meetings, and mentor and mentee materials provided by the district. Mentor Program Allotment funds for mentor stipends	C&I Team Mentor Teachers Mentors Administrators	August 2023-May 2024
Increase salaries and academic stipends	Yearly stipends will be available for ESL, Math/Science, department chairs, UIL Sponsors and Adaptive Education teachers	Title II funding (math/science) Special Education TIA Allotment Local funding	Superintendent Principal Department Chair Teachers	August 2023- May 2024

Goal Six: WOJH will generate fiscally and ethically sound decisions that address current and future needs.

Performance Objective 1: Training will be provided to administration and department chairs regarding the budget and requisition process.

Performance Objective 2: By February, WOJH will begin to review and prepare for the 2022-2023 budget.

Strategy	Measurable (Formative and Summative Evaluation)	Achievable (Resources Needed)	Responsible (Person/s)	Time-Bound
Budgetary process will begin in February with a Needs Assessment to gather appropriate data.	A meeting will be held in February with department team leaders, librarians and administrators to produce a budgetary needs assessment.	Budget Local Scheduled Date Business Office Personnel	Administrators Secretary Department Team Leaders CAT Team	February 2024
Track attendance rosters	A training will be provided by the business department over updated budget and requisition requirements.	Business Office Department Team Leaders Administration	Administration	Fall 2023
Administration will conduct multiple audit budgetary systems that will be implemented throughout the school year to monitor fiscal budget	Meet with the secretary on a monthly basis and PLCs to update staff on budget.	WOJH Allocated Budget	Secretaries Administrators Department Team Leaders Teachers	October 2023-May 2024

Appendix A:
Campus Advisory Team Members

Dana Moore

Charles Perez

Amanda Pontillo

Crystal De La Garza

Paul Alvarado

Joseph Garcia

Beatrice Esquivel

De'Lyla Gonzalez

Elizabeth Marley

Krystle Barboza

Briana Nuncio

Denise Johnson

Appendix B:
Student Achievement Data

TEKS will be reviewed, scaffolded, and spiraled during periods of intervention, tutorials and instruction to level up the understanding and mastery for student success.

6th STAAR		7th STAAR		8th STAAR		8th STAAR		8th STAAR	
Math Approaches 37%, Meets 61%, Masters 79%		Math Approaches 40%, Meets 63%, Masters 80%		Math Approaches 45%, Meets 67%, Masters 86%		Algebra Approaches 39%, Meets 63%, Masters 76%		Social Studies Approaches 50%, Meets 70%, Masters 80%	
Approaches 61%	Approaches 48%	Approaches 74%	Approaches 92%	Approaches 54%					
Meets 14%	Meets 23%	Meets 44%	Meets 77%	Meets 12%					
Masters 2%	Masters 5%	Masters 4%	Masters 54%	Masters 4%					
Did not meet 39%	Did not meet 52%	Did not meet 26%	Did not meet 8%	Did not meet 46%					
English Approaches 55%, Meets 75%, Masters 85%		English Approaches 52%, Meets 74%, Masters 83%		English Approaches 52%, Meets 75%, Masters 84%		Science Approaches 52%, Meets 71%, Masters 83%			
Approaches 64%	Approaches 65%	Approaches 82%	Approaches 67%						
Meets 33%	Meets 33%	Meets 51%	Meets 32%						
Masters 2%	Masters 2%	Masters 13%	Masters 4%						
Did not meet 36%	Did not meet 35%	Did not meet 18%	Did not meet 33%						