



Bayless School District
School Improvement Plan

School: Bayless Junior High

School Year: 2009-2010

Narrative

The BJHS motto that will be adorning our faculty and staff t-shirts this year comes from a fellow educator, Aristotle. He says:

“We are what we repeatedly do. Excellence, then, is not an act, but rather a habit.”

Over the last few years BJHS has received quite an assortment of recognitions and awards for demonstrating EXCELLENCE in a variety of areas. To cite a few:

- Decreased failures by 62% over the past five years
- Successfully piloted *Missouri SIOP Initiative* from 2006-2008
- Implemented SIOP components and was instrumental in assisting the District in being awarded the \$1.5 Million Federal Math and Science Grant which will provide SIOP instruction and Math and Science professional development (Grades 6-12)
- Featured as *Pearson Academic Solutions* case study in 2008
- Featured as case study for *Acuity* in 2009
- Awarded 2007, 2008, and 2009 Character Education Partnership (CEP) *Promising Practices* recognition
- Awarded 2008 *Missouri School of Character* recognition (1 of 6 schools)
- Earned “Finalist” status for *National School of Character* (1-25 schools) in 2008
- Awarded *Positive Behavior Support Missouri Excellence Award* in 2008
- Made academic progress as evidenced by school improvement plan, 2009 Adequate Yearly Progress (AYP) Report, Character-Plus survey and Positive Behavior support data
- Awarded *National School of Character* recognition in 2009 (1 of 10 in the United States of America – only 1 of 7 public schools)

The reason I chose the quote from Aristotle regarding EXCELLENCE is that while we (students, parents, teachers and staff) have accomplished a lot in the last few years, we cannot rest on our laurels.

Our veteran teachers have been fighting the good fight at BJHS well before I arrived and they will attest to the fact that what makes BJHS an effective school is consistency, uniformity, routines, and non-negotiables. The items I just named have become HABITS at BJHS. We need to continue to institutionalize HABITS of EXCELLENCE at our school.

How will we do this? In part it's going to be about asking the right questions. Before we can start asking good questions, we need to become informed by analyzing data (*DATA DRIVES INSTRUCTION*). During orientation week the BJHS faculty reviewed the results from our 2009 *Missouri Assessment Program* (MAP), *Positive Behavior Intervention Support* (PBIS) survey, *Character Plus* survey and review last year's BJHS School Improvement Plan.

It's my hope that in addition to asking routine important questions like, "How do we raise test scores?" we'll ask more thoughtful questions like "What will it take to create a school this year where each and every 7th and 8th grader feels safe, loved and celebrated?"

I believe if we find solutions to the second question, we will be well on our way to solving the first one.

The Faculty and Staff

The staff continues to exhibit many of the characteristics of a Professional Learning Community. Over the past five years, there has been minimal staff turnover; however, last year BJHS did welcome four veteran teachers to our staff and this year we welcome a new guidance counselor. Faculty members on this staff serve on numerous District leadership positions including Bayless Working Together (BWT), Curriculum Action Team (CAT); several staff members are actively pursuing their post-graduate degrees, and in the recent past, three current teachers have been selected as *Bayless School District Teacher of the Year*.

Student Performance

As evidenced by the Spring 2009 annual MAP assessments and predicted by the 2008-2009 BJHS SIP, the academic achievement of Bayless Junior High Students was mixed.

In the area of Mathematics, our students this year did not meet the State benchmark of 54.1. In the area of Communication Arts, the Junior High students did not meet the benchmark goal of 59.2%. However, the 8th Grade students, who were tested in Science, did better than the State of Missouri MAP index score for the second year in a row. Thirty-five percent of our students were deemed proficient and/or advanced.

In terms of literacy development at BJHS, this year we are using the Gates MacGinitie Reading Assessment scores, as in the past, to identify students who may need additional assistance beyond communication arts instruction. Once identified, some of the students, if appropriate, will receive READ 180 instruction. – READ 180 is a powerful research-based teaching tool designed to: 1) deliver individualized, adjusted reading instruction to move students to grade level, 2) provide practice and application of skills in multiple contexts to increase achievement, and 3) Support and motivate students as they progress toward becoming lifelong readers and learners. All BJHS students are assessed using the District Writing Assessment to determine their writing proficiency.

Professional Development

For the BJHS staff, professional development this year will again focus on extensive instruction in *Structured Instructional Observation Protocol* (SIOP). Specifically, the staff will be trained on 1) Strategies, 2) Practice and Application, 3) Lesson Delivery and 4) Review and Assessment. Nine staff members who initially piloted the program for the District will receive training on "Coaching Techniques" to assist in the secondary implementation process. Our teachers will also receive training on "Pulse" so they will be able to filter and analyze data as well as further training on "Acuity" so that teachers will be able to access test-question banks to support our teachers' Individual Professional Development Plans. The teachers will also participate in essay scoring calibration exercises based upon the *6+1 Writing Traits* as facilitated by the District Instruction and Professional Development coordinator during building-level professional development.

Community Engagement

The Junior High will engage our community by means of encouraging our parents to become more involved in their children's education by maintaining communication with teachers and by participating in school-sponsored programming and events.

We will increase parent involvement in both academics and expanded extracurricular activities. With the addition of new bleachers in our gym, we anticipate a much greater number of patrons attending our home

sporting events. The following parent nights have already occurred or are being planned for this school year:

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|---|----------------|
| ➤ BJHS Open House | September 2009 |
| ➤ BJHS “Days of Our Lives” Parent Night | September 2009 |
| ➤ Fall Student-led Conferences | October 2009 |
| ➤ Red Ribbon Week: Drug Awareness Night | November 2009 |
| ➤ African-American Parent Night | December 2009 |
| ➤ Multicultural Parent Night | December 2009 |
| ➤ Character Education Parent Workshop | January 2010 |
| ➤ Internet Safety Night | February 2010 |
| ➤ Spring Student-led Conferences | March 2010 |
| ➤ Sixth Grade Parent Night | May 2010 |
| ➤ Eighth Grade Transition Night (Freshman Registration) | May 2010 |

Parental engagement will increase at BJHS this year as evidenced by attendance at and participation in newly chartered student organizations: National Junior Honor Society and National Junior High Student Council. Through events scheduled throughout the school year like the Fall and Spring Junior National Honor Society Induction Ceremonies and the Junior Student Council Banquet, Parent attendance and participation at BJHS events will increase as well as increased volunteer opportunities for parents.

In addition to the BJHS *Teacher Class Pages* found on the school’s website, which received nearly 18,000 hits last school year, the website is being routinely updated to assist in keeping our parents apprised of events occurring at BJHS and the progress we are making on this year’s *School Improvement Plan*. Finally, the Parent Ambassador Committee will meet four times this year to not only inform our parents of what is occurring at BJHS, but also so parents can help get the word out regarding the accomplishments of our school community

Fiscal Responsibility: Budget

Four years ago, BJHS piloted the Missouri SIOP Initiative which ultimately assisted the Bayless School District in being awarded the 1.5 Million dollar Math and Science Federal Grant which has enabled teachers in grades 6 through 12 to be taught the SIOP instructional model. BJHS continues to not only use the money allocated to it via the annual District budget process, but seeks out other methods of funding to assist the students of our school. This fall, representatives from BJHS will travel to Washington, DC, and will receive a \$3,000 grant from the Character Education Partnership for having earned the distinction of becoming a National School of Character.

As evidence by the most recent MAP results, BJHS needs to seek out and acquire a remedial math program to assist targeted students demonstrating challenges in mathematics – similar to the READ 180 program which assists many of our students with literacy development. The continued use of teacher aides needs to remain a strategy at BJHS to assist our teachers in providing individual instruction to our unique population of students.

Principal

Date

Goal One	CSIP	Strategies
<ul style="list-style-type: none"> All students will demonstrate significant improvement in their understanding and application of the Missouri Show-Me Standards. 	<p>CSIP Goal One:</p> <p>Bayless students (Black, White, Asian, Hispanic, American Indian, ELL, IEP, and F/R Lunch) will meet or exceed No child Left Behind Standards in Communication Arts, with emphasis in reading and writing, Math and Science.</p>	<ul style="list-style-type: none"> The principal and teachers will analyze MAP and Acuity data to guide instruction in all areas of instruction and specifically Communication Arts, Science, Mathematics, and Social Studies as evidenced in teacher lesson plans and student work. Using the Vocabulary Pre-assessments developed in the 0607 SY and revised since then, each teacher will administer the pre-assessment, teach selected vocabulary and track student growth throughout the year as evidenced by fall and spring semester exams. Modifications to existing vocabulary lists will continue be made as appropriate. In addition to the students continued participation in the Spring Mini-MAP, a Fall Semester Mini-MAP will be implemented in all MAP-tested areas. The “Reading Is Hot” incentive program will continue to encourage students to read fictional literary works as a means of assisting our students in becoming better readers. All teachers will utilize <i>Positive Behavior Support</i> (PBS) strategies to create a school climate conducive to learning as evidenced by a 15% decrease in office referrals from the end of the First Quarter to the end of the Fourth Quarter. BJHS will continue modifying the existing advisory system and will establish the Junior National Society and the Junior Student Council organizations to increase the student’s sense of <i>Autonomy</i>, as defined by Character Plus. District SIOP coaches will teach the BJHS teachers eight sets (one student learning strategy and one teacher instructional technique per set) throughout the school year during building-level professional development. Teachers will participate in essay scoring calibration professional development based upon the <i>6+1 Writing Traits</i> as facilitated by the District Instruction and Professional Development coordinator during building-level professional development.

Indicators of Success Directions: Develop at least one indicator for each goal.	Related Professional Development	Prior Score/ Performance Rate		Desired Score/Rate	Complete at end of Plan Cycle	
		07-08	08-09	09-10	Actual Score / Rate	Target Met/Not Met
Goal One:						
On-going: 1. Seventy percent of students composing essays at grade level will increase by .5 on a 4-point scale from the pre-assessment to the post assessment as measured by the District Writing Assessment. 2. In an attempt to reduce the <i>Achievement Gap</i> of students, disaggregated data will show improved reading performance by three NCEs (National Curve Equivalents) as measured by the Fall and Spring <i>Gates MacGinitie Reading Assessment</i> scores. For students needing additional assistance, they will be enrolled in the READ 180 program. 3. The 7 th Grade will increase its Spring 2009 <i>Communication Arts Acuity Predictive C Assessment</i> proficient/advanced score (47%) by 5 percentage points as evidenced by the Spring 2010 <i>Communication Arts Acuity Predictive C Assessment</i> (52%). 4. The 8 th Grade will increase its Spring 2009 <i>Communication Arts Acuity Predictive C Assessment</i> proficient/advanced score (35%) by 5 percentage points as evidenced by the Spring 2010 <i>Communication Arts Acuity Predictive C Assessment</i> (40%). 5. The 7 th Grade will increase its Spring 2009 <i>Mathematics Acuity Predictive C Assessment</i> proficient/advanced score (48%) by 5 percentage points as evidenced by the Spring 2010 <i>Mathematics Acuity Predictive C Assessment</i> (53%).	For the BJHS staff, professional development this year will again focus on extensive instruction in <i>Structured Instructional Observation Protocol (SIOP)</i> . Specifically, the staff will be trained on: 1) Strategies, 2) Practice Application, 3) Lesson Delivery and 4) Review and Assessment. • Nine staff members who initially piloted the SIOP for the District will receive training on "Coaching Techniques" to assist in the secondary implementation process. • BJHS teachers will also receive training on "Pulse" so they will be able to filter and analyze data.	On-going: 1. MET New measurement for this assessment. No baseline data. 2. MET 7 th Grade = 35 NCEs to 50 NCEs. 8 th Grade = 47 NCEs to 53 NCEs. <u>Met.</u> 3. MET New measurement for this assessment. No baseline data. 4. MET New measurement for this assessment. No baseline data. 5. MET New measurement for this assessment. No baseline data.	On-going: 1. MET New measurement for this assessment. No baseline data. 2. MET 7 th Grade = +4 8 th Grade = +3 3. MET New measurement for this assessment. No baseline data. 4. MET New measurement for this assessment. No baseline data. 5. MET New measurement for this assessment. No baseline data.	On-going: 1. 70 % of students composing essays at grade level will increase .5 on a 4-point scale from pre-assessment to post-assessment. 2. Improved reading performance by three NCEs. 3. 2010 7 th Grade CA Acuity Predictive C proficient/advanced score will be 52%+. 4. 2010 8 th Grade CA Acuity Predictive C proficient/advanced score will be 40%+. 5. 2010 7 th Grade MA Acuity Predictive C proficient/advanced score will be 53%+.		

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<p align="center">Goal One:</p> <p>Ongoing:</p> <p>6. The 8th Grade will increase its Spring 2009 <i>Mathematics Acuity Predictive C Assessment</i> proficient/advanced score (35%) by 5 percentage points as evidenced by the Spring 2010 <i>Mathematics Acuity Predictive C Assessment</i> (40%).</p> <p>7. Eighty percent of BJHS teachers will be able to consistently rate student writing based upon the <i>6 + 1 Writing Traits</i> as evidenced by pre and post essay scoring calibration assessments.</p> <p>Annual:</p> <p>8. The annual CA and MA MAP scores will meet or exceed NCLB benchmarks.</p> <p>9. The SC MAP scores will meet or exceed the Missouri State MAP Index average.</p> <p>10. "Student Sense of Autonomy" will increase 15% from Spring 2009 Character Plus Survey.</p>	<p>District SIOP coaches will teach the BJHS teachers eight sets (one student learning strategy and one teacher instructional technique per set) throughout the school year during building-level professional development.</p> <p>In-service instruction and data analysis of failure rates and missing assignments will occur at monthly JH Faculty Meetings.</p> <p>Teachers will participate in essay scoring calibration exercises based upon the <i>6+1 Writing Traits</i> as facilitated by the District Instruction and Professional Development coordinator during building-level professional development.</p>	<p>Ongoing:</p> <p>6. MET New measurement for this assessment. No baseline data.</p> <p>7. New indicator for the 0910 school year. No baseline data.</p> <p>Annual:</p> <p>8. CA = MET – "SC" (51 benchmark) MA = MET– "CI" (45 benchmark)</p> <p>9. SC = MET.</p> <p>10. MET "Student Sense of Autonomy" increased by 31%.</p>	<p>Ongoing:</p> <p>6. MET New measurement for this assessment. No baseline data.</p> <p>7. New indicator for the 0910 school year. No baseline data.</p> <p>Annual:</p> <p>8. CA = NOT MET. (59.2 benchmark) MA = NOT MET. (54.1 benchmark)</p> <p>9. SC = MET</p> <p>10. NOT MET 8.1% decrease</p>	<p>Ongoing:</p> <p>6. 2010 8th Grade MA Acuity Predictive C proficient/advanced score will be 40%+.</p> <p>7. 80% consistency of BJHS teachers regarding <i>6+1 Writing Traits</i> essay scoring calibration.</p> <p>Annual:</p> <p>8. CA = (67.4) MA = (63.3)</p> <p>9. SC = Meet or exceed MO State MAP Index average.</p> <p>10. "Student Sense of Autonomy" will increase to 63 % from Spring 2009 Character Plus Survey.</p>		

Goal Two	CSIP	Strategies
<ul style="list-style-type: none"> Parents will become more involved in their children's education by maintaining communication with teachers and by participating in school sponsored events. 	<p>CSIP Goal Three:</p> <p>Bayless District and the entire community will support the ongoing learning of all students.</p>	<ul style="list-style-type: none"> The principal and teachers will host an informational parent night to educate parents about the importance of assignments and the Junior High homework policies and procedures as evidenced by handouts and parent sign-in sheet. All Junior High students will be required to complete a student-led conference in the fall and spring as evidenced by parent sign-in sheet – Goal 100% completion rate Grade-level advisors will continue to require and record for a grade weekly parental signatures in the student agendas. All teachers will maintain current topic and assignment information on their individual class pages as evidenced through regular observation of teacher class pages. All teachers will maintain and document communication with parents as evidenced by quarterly submission of parent-contact logs. A Parent Ambassador Committee will be utilized to inform BJHS parents of the progress the school is making on its School Improvement Plan as well as other timely events occurring at the school. The BJHS website will be expanded to include specific information regarding the progress the school is making on its School Improvement Plan as well as other timely events occurring at the school. Through events scheduled throughout the school year like the Fall and Spring Junior National Honor Society Induction Ceremonies and the Junior Student Council Banquet. Parent attendance and participation at BJHS events will increase as well as volunteer work.

Indicators of Success Directions: Develop at least one indicator for each goal.	Related Professional Development	Prior Score/ Performance Rate		Desired Score/Rate	Complete at end of Plan Cycle	
		07-08	08-09	09-10	Actual Score / Rate	Target Met/Not Met
<p align="center">Goal Two</p> <p>On-going:</p> <ol style="list-style-type: none"> 1. A minimum of 50 parents will attend 4 Principal Advisory Council Meetings scheduled quarterly throughout the 08-09 school year. 2. The average completion rate for the Fall and Spring Student-led Conferences will meet or exceed 97%. 3. Hits on BJHS teacher and staff Internet class pages will exceed 17,000 as evidenced by Yourclasspage account. 4. Parental engagement will increase at BJHS as evidenced by attendance at and participation in newly chartered student organizations: National Junior Honor Society and National Junior High Student Council. 	<p>Continued instruction in maintaining class pages via <i>Yourclasspage.com</i> and JH teacher example pages.</p> <ul style="list-style-type: none"> • <p>In-service instruction and data analysis of parental participation rates will occur at monthly JH Faculty Meetings.</p> <ul style="list-style-type: none"> • <p>In-service instruction and data analysis regarding PBIS focusing on Tier Two Interventions (Silver Level).</p> <ul style="list-style-type: none"> • <p>NJHS and NJSC faculty sponsors will attend Advisor professional development training and will teach staff the roles and responsibilities of organization membership.</p>	<ol style="list-style-type: none"> 1. New assessment for 0809; no baseline data. 2. NOT MET. 2007-08 Fall and Spring Student-led Conferences averaged a completion rate averaged 95.6%. 3. New assessment for 0809; no baseline data. 4. New assessment for 0910; no baseline data. 	<ol style="list-style-type: none"> 1. 17 parents/ two meetings 2. MET 96.7 % of parents completed the conferences. 3. MET 17,775 hits on class pages. 4. New assessment for 0910; no baseline data. 	<ol style="list-style-type: none"> 1. 50 or more parents will attend PAC meetings. 2. Fall and Spring Student-led Conferences average completion rate average will 97% 3. 17, 000 hits on class pages. 4. 100 additional parent school visits at NJHS and NJSC sponsored school events. 		