

MULESHOE ISD

DISTRICT IMPROVEMENT PLAN



2018-2019

MULESHOE INDEPENDENT SCHOOL DISTRICT

MISSION STATEMENT

The Mission of the Muleshoe Independent School District is to graduate life-long learners and productive citizens by providing an instructional program and educational environment that develops the skills, attitudes and ethics necessary to meet the needs of a changing society.

Vision Statement

Muleshoe ISD graduates positive, ethical, and productive citizens who are life-long learners.

2018-2019 Goals

- #1 MISD will increase the retention of quality staff from 84% to 88% by May 2019.*
- #2 MISD will provide instructional curricula designed to cultivate career skills necessary to increase industry certifications by 5% by May 2019.*
- #3 MISD will use common sense planning to improve curriculum alignment by 5% in all subjects measured on State and College Entrance exams by May 2019.*
- #4 MISD will provide appropriate and adequate instruction in ELAR and Math to ELL, Migrant, 504, and Special Education students and expect an increase in "Approaches" on the STAAR of 2% by May 2019*
- #5 MISD will increase enrollment by 2.5% and improve Average Daily Attendance 2% by May 2020.*

Long-Range Goal #1: MISD will increase the retention of quality staff from 84% to 88% by May of 2019.

Objective 1: To ensure that all Administrators, Teachers, & paraprofessionals are highly qualified.

INITIATIVES: Strategies (Steps) Title 1 School Wide Component #1-10)	PERSON RESPONSIBLE	TIME LINE	RESOURCES	FORMATIVE EVALUATION	SUMMATIVE EVALUATION
Professional Development activities will be based on campus needs	Admin team, staff	Aug. 2018 – May 2019	Local ESL, GT, Title 1, Sp Ed	Teacher, CNA, Professional Development Certificates, CSP Agendas	Professional Development certificates Contract renewal list
Certified staff will consistently work in Common Sense Planning Teams to make decisions on student learning.	Staff	Ongoing	Local	Completed CSP Documents and Student Data	End of year student Assessments

Objective 2: To implement a productive & successful mentoring program.

INITIATIVES: Strategies (Steps) Title 1 School Wide Component #1-10)	PERSON RESPONSIBLE	TIME LINE	RESOURCES	FORMATIVE EVALUATION	SUMMATIVE EVALUATION
Mentorships assigned at each campus and mentor stipend added to each mentor's pay	Principal, Superintendent, Payroll clerk	Aug. 2018	Local Title 1, ESL	Personnel records	Payroll
Weekly mentoring meetings	Teachers, Principal	Ongoing	Local	Sign in & agenda	New teacher evaluation
6 week meetings with administrator	Admin.	Ongoing	Local	Sign in & agenda	Contract renewal, new teacher evaluations

Long-Range Goal #2: Muleshoe ISD will provide instructional curricula designed to cultivate career skills necessary to increase industry certifications by 5% by May 2019.

Objective 1: Improve CTE instructional practices through:

INITIATIVES: Strategies (Steps) Title 1 School Wide Component #1-10)	PERSON RESPONSIBLE	TIME LINE	RESOURCES	FORMATIVE EVALUATION	SUMMATIVE EVALUATION
Evaluating and communicating CNA results with staff and stakeholders	Administrator CTE Coordinator	5/2019-10/2019	CTE STATE PERKINS	Survey	Cumulative survey results Staff Development Agenda District Forum Agenda CTA Advisory Agenda
Evaluating and communicating CCMR results with staff and stakeholders	Administrator	5/2019-10/2019	Local CTE STATE Perkins	Accountability Results	Cumulative survey results Staff Development Agenda District Forum Agenda CTA Advisory Agenda
Conduct a CTE Advisory Council/Teacher survey	Administrator CTE Coordinator	3/2019-5/2019	CTE State Perkins	Survey	Survey Results
Staff development and opportunities for professional organizations	Administrator CTE STAFF	8/2018-6/2019	CTE STATE Perkins	Professional Development Registration Organization Membership	Professional Development Registration Organization Membership

Long-Range Goal #2: Muleshoe ISD will provide instructional curricula designed to cultivate career skills necessary to increase industry certifications by 5% by May 2019.

Objective 2: Enhance CTE opportunities for MISD students

INITIATIVES: Strategies (Steps) Title 1 School Wide Component #1-10)	PERSON RESPONSIBLE	TIME LINE	RESOURCES	FORMATIVE EVALUATION	SUMMATIVE EVALUATION
One on One Career Counseling	CTE Coordinator	8/18-5/19	CATE Local Carl Perkins	High School Counselor Google Forms	High School Counselor Google Forms
Student CTE Survey	CTE Coordinator	4/19-5/19	CATE Local Carl Perkins	Survey	Survey results
Research new certification and program opportunities based on student and stakeholder input	Administrator CTE Coordinator CTE Teaching staff	8/18-5/19	CATE Local Carl Perkins	CTE CSP Documentation CTE Advisory Counsel Agenda	CTE CSP Documentation CTE Advisory Counsel Agenda
Expose students to career industry professionals	CTE Teaching staff	8/18-5/19	CATE Local Carl Perkins	Teacher lesson plans	Teacher lesson plans
Participate in Job Fairs	CTE Coordinator CTE Teaching staff	8/18-5/19	CATE Local Carl Perkins	Job Fair registration Participation count Student sign in	Job Fair registration Participation count Student sign in

Long-Range Goal #2: Muleshoe ISD will provide instructional curricula designed to cultivate career skills necessary to increase industry certifications by 5% by May 2019.

Objective 3: Provide job skill obtainment for our students

INITIATIVES: Strategies (Steps) Title 1 School Wide Component #1-10)	PERSON RESPONSIBLE	TIME LINE	RESOURCES	FORMATIVE EVALUATION	SUMMATIVE EVALUATION
Embed job skill instruction into core and CTE classes	Administrators CTE Coordinator Teachers	8/18-5/19	CTE Local Carl Perkins	Lesson Plans	Job skill analysis Interview feedback Survey
Use stakeholder input to drive job skill instruction	Administrators CTE Coordinator	8/18-5/19	CTE Local Carl Perkins	CTE Advisory survey	Interview/Job application reviews Survey Results

Long-Range Goal #3: Muleshoe ISD will use common sense planning to improve curriculum alignment in all subjects measured by 5% increase on all State and College Entrance exams by May 2019.

Objective 1: Common Sense Planning (CSP) will be developed and implemented at all campuses

INITIATIVES: Strategies (Steps) Title 1 School Wide Component #1-10)	PERSON RESPONSIBLE	TIME LINE	RESOURCES	FORMATIVE EVALUATION	SUMMATIVE EVALUATION
Develop CSP teams at each campus	Administrators,	8/2018-9/2018	Local Title I	Teams list sign-in sheet	Sign-in sheets Goal setting
Continue to send teachers and administrators to Solution Tree PLC training	Administrators, Teachers	8/2018-6/2019	Local Federal Title I Title IV	Registration	Registration receipts
Collaborative Common Sense Planning will take place weekly	Administrators Teachers	8/2018-5/2019	Local \Title I	Signed agendas	Signed agendas
Each Team/Employee, Department will set a CSP Goal	Administrators Teacher	8/2018-9/2018	Local Title I	Smart Goal w/signature	Smart Goal w/signature Incentive/check disbursement

Long-Range Goal #3: Muleshoe ISD will use common sense planning to improve curriculum alignment in all subjects measured by 5% increase on all State and College Entrance exams by May 2019.

Objective 2: Student growth will be evaluated through Common Sense Planning

INITIATIVES: Strategies (Steps)	PERSON RESPONSIBLE	TIME LINE	RESOURCES	FORMATIVE EVALUATION	SUMMATIVE EVALUATION
Title 1 School Wide Component #1-10)					
Guaranteed and viable curriculum (common standards) will be determined by each CSP	Administrators Teachers	8/2018-5/2019	Title I Local	Guaranteed Curriculum Notebook	Lesson Plans
Common assessments will be developed	Administrators Teachers	8/2018-5/2019	Title I Local	Copy of Assessments	Copy of Assessments
Differentiated instruction will be implemented for each student	Administrators Teachers	8/2018-5/2019	Title I Local	Lesson Plans Walk Through	RTI Notebook IEP
Student Evidence toward mastery or growth of common standards will be evaluated	Administrators Teachers	8/2018-5/2019	Title I Local	Assessment Data	Eduphoria Data STAAR DATA

Long Range Goal #4: MISD will provide appropriate and adequate instruction in ELAR and Math to ELL, 504, Migrant, and Special Education students and expect an increase in “Approaches” on the STAAR of 2% by May 2019.

INITIATIVES: Strategies (Steps) Title 1 School Wide Component #1-10)	PERSON RESPONSIBLE	TIME LINE	RESOURCES	FORMATIVE EVALUATION	SUMMATIVE EVALUATION
CSP Team address the “4 questions” <ol style="list-style-type: none"> 1. What do we expect students to learn? 2. How will we know if they learn it? 3. How do we respond when students experience difficulty in learning? 4. How do we respond when students DO learn? 	Administrator Teachers	8/2018-5/2019	Title I Local	CSP Agenda and Documentation	Common Assessment Results STAAR Results
Higher Level Questioning will take place in each class	Administrator Teachers	8/2018-5/2019	Title I Local	Lesson Plans Observations Walk through	Common Assessment and STAAR Data

Long Range Goal #5: MISD will increase enrollment by 2.5% and improve Average Daily Attendance 2% by May 2020.

INITIATIVES: Strategies (Steps)	PERSON RESPONSIBLE	TIME LINE	RESOURCES	FORMATIVE EVALUATION	SUMMATIVE EVALUATION
Title 1 School Wide Component #1-10) Attendance Incentives Weekly 6 Week Yearly	Administrator Attendance Committee	8/2018-5/2019	Local	Attendance Records	Final ADA
Promote positive student engagement activities on social media, newspaper, and website	Technology Staff Administrators Teachers	8/2018-5/2019	Local	Media – Social Media	Attendance Records Enrollment Records
PEIMS meetings	Administrators PEIMS Secretary	9/2018-5/2019	Local	Attendance Data PEIMS Data	PEIMS final submission
Call absences daily	PEIMS Secretary Nurses Administrator	8/2018-5/2019	Local	Attendance records	Final ADA
Celebrate attendance and student growth and success	Administrators Teachers	8/2018-5/2019	Local	Attendance Records	Final ADA

