**Muleshoe High School**

**CAMPUS 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**

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

Goal #2 MISD will provide instructional curricula designed to cultivate career skills necessary to increase industry certifications by 5% by May of 2019.

Goal #3 MISD 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.

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

Goal #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: MHS will hire, train, and retain quality personnel to meet the needs of the district.**

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| **INITIATIVES: Strategies (Steps)**  **Title 1 School Wide Component #1-10)** | **PERSON**  **RESPONSIBLE** | **TIME LINE** | **RESOURCES** | **FORMATIVE**  **EVALUATION** | **SUMMATIVE**  **EVALUATION** |
| 1. Diligently seek quality personnel 2. Provide professional development to meet the needs of students and staff 3. Provide training for all substitutes 4. Provide training for Chromebooks (one-to-one initiative), Google Classroom 5. Certified staff will consistently work in Common Sense Planning Teams to make decisions on student learning. 6. Assign each new teacher and other teachers at administration discretion a mentor | Principals  Principals  Assistant Superintendent  MISD staff, Technology department, Administrators  Staff  Administrators | 6/2018-8/2019  8/2018-5/2019  8/2018-5/2019  8/2018-5/2019  Ongoing  8/2018-5/2019 | Job Fair, web page, newspaper, ESC17, interview questions  Tech department, Staff, Administration, ESC17, other outside resources  Training manual  MISD Staff  Local  MISD Staff | Hiring status, applicant pool  Sign-in sheets, certification certificates, Goal setting documentation  Sign in sheet  Sign in sheet  Completed CSP documents and student data  Mentor meetings on a regular basis | Personnel/signed contracts  T-TESS summative, end of year goal setting, observations, evaluations  Feedback from campus teachers and principals  Teacher observations, feedback from teachers and administrators  End of year survey from teachers on how to improve and end of year student assessments  Contract renewal, teacher evaluations |

**Long Range Goal #2: MHS will provide instructional curricula designed to cultivate career skills necessary to increase industry certifications by 5% by May**

**2019.**

**Objective #1: Enhance CTE Opportunities for MHS Students Through:**

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| **INITIATIVES: Strategies (Steps)**  **Title 1 School Wide Component #1-10)** | **PERSON**  **RESPONSIBLE** | **TIME LINE** | **RESOURCES** | **FORMATIVE**  **EVALUATION** | **SUMMATIVE**  **EVALUATION** |
| 1. Conduct a CTE Advisory Council/Teacher Survey 2. One on One Career Counseling 3. Student CTE Survey 4. Research new certification and program opportunities based on student and stakeholder input 5. Expose students to career industry professionals 6. Participate in job or career fairs | CTE Coordinator, Administrators  CTE Coordinator  CTE Coordinator  CTE Coordinator, teachers and administrators  CTE Teaching Staff  CTE Coordinator and CTE Teaching Staff | 8/2018-5/2019  8/2018-5/2019  8/18-5/2019  8/2018-5/2019  8/2018-5/2019  8/2018 – 5/2019 | CTE Coordinator and Teachers  High School Counselor  CTE Coordinator  CTE Coordinator, teachers  CTE Coordinator  CTE Coordinator  ESC 17 Career Fairs | Survey  Graduation Plans, High School Counselor documentation  Survey  CTE CSP Documentation  CTE Advisory Council Agendas  Lesson Plans  CTE CSP Agendas, job/career fair registrations, student sign in sheets | CTE Advisory Agenda, survey results  Graduation Plans, High School Counselor documentation  Survey Results  CTE CSP Documentation  CTE Advisory Council Agendas  Lesson Plans, CTE CSP Documentation  Job/career fair registrations, Participation counts, and Student sign in sheets |

**Objective #2 : Improve CTE instructional practices through.**

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| **INITIATIVES: Strategies (Steps)**  **Title 1 School Wide Component #1-10)** | **PERSON**  **RESPONSIBLE** | **TIME LINE** | **RESOURCES** | **FORMATIVE**  **EVALUATION** | **SUMMATIVE**  **EVALUATION** |
| 1.Evaluating and communicating CNA results with staff and stakeholders.  2.Evaluating and communicating CCMR results with staff and stakeholders  3.Conduct a CTE Advisory Council/Teacher Survey  4.Staff development and opportunities for professional organizations | CTE Coordinator and Administrators  Administrator  CTE Coordinator and Administrators  CTE Coordinator, Administrators, and CTE Staff | 8/2018-5/2019  8/2018-5/2019  8/2018-5/2019  8/2018-5/2019 | CTE Coordinator  CTE Advisory Council, Admin  Administration  CTE Coordinator  CTE Advisory Council, Admin  CTE Coordinator  Administration  CTE Staff | Comprehensive Needs Assessment  Accountability Results  Survey  Professional Development Registration, Organization Membership | CNA, Staff Development Agendas, CTE Advisory Agendas  CAN, Staff Development Agendas, CTE Advisory Agendas  Survey Results  Professional Development Registration, Organization Membership |

**Objective #2 : Provide Job Skill Attainment for MHS Students.**

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| **INITIATIVES: Strategies (Steps)**  **Title 1 School Wide Component #1-10)** | **PERSON**  **RESPONSIBLE** | **TIME LINE** | **RESOURCES** | **FORMATIVE**  **EVALUATION** | **SUMMATIVE**  **EVALUATION** |
| 1.Embedded job skill instruction into core and CTE classes  2.Use stakeholder input to drive job skill instruction | CTE Coordinator and Administrators  CTE Coordinator and Administrator | 8/2018-5/2019  8/2018-5/2019 | CTE Coordinator  CTE Advisory Council, Admin | Lesson Plans  Graduation Plans, High School Counselor documentation | Job skill analysis, interview feedback, and survey  Graduation Plans, High School Counselor documentation |

**Long Range Goal #3: MHS 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.**

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| Develop CSP Teams at each campus for each subject  MHS continue to send teachers and administrators to Solution Tree PLC Trainings  Common Sense Planning Weekly meetings for Core Subjects  Each core subject area, CTE, and Fine Art sets a CSP Goal | Administrators, Core Teachers, CTE Teachers, Fine Art Teachers  Administrators and Teachers  Administrators and Core Subject Teachers  CSP Team Members | 8/2018-7/2019  8/2018-7/2019  8/2018-5/2019  8/2018-5/2019 | Administrators, CSP Head Teachers, CSP Agendas  Administrators, CSP Team Members  Administrators, CSP Members  Administrators, CSP Members | CSP Agendas. CSP Minutes, CSP Survey  Solution Tree Registrations  CSP Minutes  CSP Minutes, CSP Goal | CSP Minutes, CSP Agendas, CSP Survey  Solution Tree Registrations  CSP Minutes  CSP Minutes, CSP Goal |

**Objective 2: MHS will increase ELL students’ performance on the ELA STAAR EOC by 10% by July, 2019.**

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| **INITIATIVES: Strategies (Steps)**  **Title 1 School Wide Component #1-10)** | **PERSON**  **RESPONSIBLE** | **TIME LINE** | **RESOURCES** | **FORMATIVE**  **EVALUATION** | **SUMMATIVE**  **EVALUATION** |
| 1.MHS staff will be trained in Sheltered Instruction.  2.Core teachers obtaining ESL Certification  3.New students have Rosetta Stone, Lexia Strategies, etc. incorporated into daily instruction. | Administration    Administration and Core Teachers  Administrators and teachers | 1/2019-7/2019  1/2019-7/2019  1/2019-7/2019 | ESC 17  ESC 17  Administration | Registration and Sign In Sheet  Professional development  Student Schedules | Registration, Sign in Sheet, and documented in lesson plans  Professional development, registration of state test, SBEC certifications of ESL Certified  Program reports that document time and progress on program |