**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
 |  PrincipalsPrincipalsAssistant SuperintendentMISD staff, Technology department, AdministratorsStaffAdministrators | 6/2018-8/20198/2018-5/20198/2018-5/20198/2018-5/2019Ongoing8/2018-5/2019 |  Job Fair, web page, newspaper, ESC17, interview questionsTech department, Staff, Administration, ESC17, other outside resourcesTraining manualMISD StaffLocalMISD Staff | Hiring status, applicant poolSign-in sheets, certification certificates, Goal setting documentationSign in sheetSign in sheetCompleted CSP documents and student dataMentor meetings on a regular basis | Personnel/signed contractsT-TESS summative, end of year goal setting, observations, evaluationsFeedback from campus teachers and principalsTeacher observations, feedback from teachers and administratorsEnd of year survey from teachers on how to improve and end of year student assessmentsContract 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, AdministratorsCTE CoordinatorCTE CoordinatorCTE Coordinator, teachers and administratorsCTE Teaching StaffCTE Coordinator and CTE Teaching Staff | 8/2018-5/20198/2018-5/20198/18-5/20198/2018-5/20198/2018-5/20198/2018 – 5/2019 | CTE Coordinator and TeachersHigh School CounselorCTE CoordinatorCTE Coordinator, teachersCTE CoordinatorCTE CoordinatorESC 17 Career Fairs | SurveyGraduation Plans, High School Counselor documentationSurveyCTE CSP DocumentationCTE Advisory Council AgendasLesson PlansCTE CSP Agendas, job/career fair registrations, student sign in sheets | CTE Advisory Agenda, survey resultsGraduation Plans, High School Counselor documentationSurvey ResultsCTE CSP DocumentationCTE Advisory Council AgendasLesson Plans, CTE CSP DocumentationJob/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 stakeholders3.Conduct a CTE Advisory Council/Teacher Survey4.Staff development and opportunities for professional organizations | CTE Coordinator and AdministratorsAdministratorCTE Coordinator and AdministratorsCTE Coordinator, Administrators, and CTE Staff | 8/2018-5/20198/2018-5/20198/2018-5/20198/2018-5/2019 | CTE CoordinatorCTE Advisory Council, AdminAdministrationCTE CoordinatorCTE Advisory Council, AdminCTE CoordinatorAdministrationCTE Staff | Comprehensive Needs AssessmentAccountability ResultsSurveyProfessional Development Registration, Organization Membership | CNA, Staff Development Agendas, CTE Advisory AgendasCAN, Staff Development Agendas, CTE Advisory AgendasSurvey ResultsProfessional 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 classes2.Use stakeholder input to drive job skill instruction | CTE Coordinator and AdministratorsCTE Coordinator and Administrator | 8/2018-5/20198/2018-5/2019 | CTE CoordinatorCTE Advisory Council, Admin | Lesson PlansGraduation Plans, High School Counselor documentation | Job skill analysis, interview feedback, and surveyGraduation 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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| **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 for each subjectMHS continue to send teachers and administrators to Solution Tree PLC TrainingsCommon Sense Planning Weekly meetings for Core SubjectsEach core subject area, CTE, and Fine Art sets a CSP Goal | Administrators, Core Teachers, CTE Teachers, Fine Art TeachersAdministrators and TeachersAdministrators and Core Subject TeachersCSP Team Members | 8/2018-7/20198/2018-7/20198/2018-5/20198/2018-5/2019 | Administrators, CSP Head Teachers, CSP AgendasAdministrators, CSP Team MembersAdministrators, CSP MembersAdministrators, CSP Members | CSP Agendas. CSP Minutes, CSP SurveySolution Tree RegistrationsCSP MinutesCSP Minutes, CSP Goal | CSP Minutes, CSP Agendas, CSP SurveySolution Tree RegistrationsCSP MinutesCSP 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 Certification3.New students have Rosetta Stone, Lexia Strategies, etc. incorporated into daily instruction. | Administration Administration and Core TeachersAdministrators and teachers | 1/2019-7/20191/2019-7/20191/2019-7/2019 | ESC 17ESC 17Administration | Registration and Sign In SheetProfessional developmentStudent Schedules | Registration, Sign in Sheet, and documented in lesson plansProfessional development, registration of state test, SBEC certifications of ESL CertifiedProgram reports that document time and progress on program |