**MULESHOE ISD**

**DISTRICT IMPROVEMENT PLAN**



**2019-2020**

**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.***

 **2019-2020 Goals**

**#1 *MISD will increase #1 MISD will increase student growth on the STAAR Assessment as measured by Domain 2A scaled score from 65% to 70% by May 2020.***

**#2 MISD will retain at #2 MISD will retain at least 98.5% of the number of students enrolled from August 2019 through May 2020.**

**#3 MISD will recruit, support, and retain teachers measured by 95% of staff meeting SBEC requirements or requirements of District of Innovation by June 2020.**

**#4 MISD will maintain a safe learning environment for all students and staff measured by the Texas School Safety Council 2020 safety audit and maintain parent, student, and staff surveys above the 85th percentile.**

**#5 MISD will increase positive parent and family engagement as measured by increased participation of all events by May 2020.**

**SD will recruit,**

**#5 MISD will increase**

**Long-Range Goal #1: MISD will increase student growth on the STAAR Assessment as measured by Domain 2A scaled score from 65% to 70% by May**

**2020.**

 **Objective 1: Common Sense Planning (CSP) will be implemented at all campuses.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **INITIATIVES: Strategies (Steps)****Title 1 School Wide Component #1-10)** | **PERSON****RESPONSIBLE** | **TIME LINE** | **RESOURCES** | **FORMATIVE****EVALUATION** | **SUMMATIVE****EVALUATION** |
| Common Sense Planning Handbook will be developed and followedTeachers will work collaboratively in Common Sense Planning meetings weeklyCreate District Common Assessment CalendarProtocol for Data team meetings will be developed and implemented |    AdministratorsAdministratorsTeachersAdministratorsAdministratorsTeachers | 8/2019-5/20208/2019-5/20208/20198/2019-5/2020 | Local, Title I,Title VLocal, Title I,Title VLocal, Title I,Title VLocal, Title I,Title V | CSP HandbookCSP Agenda and MinutesCSP HandbookCSP HandbookData Protocol | CSP HandbookCSP Meeting DocumentationCSP Agenda and MinutesAssessment CalendarCSP Handbook documentationData Protocol Sheets |

**Long-Range Goal #1: MISD will increase student growth on the STAAR Assessment as measured by Domain 2A scaled score from 65% to 70% by May**

**2020.**

 **Objective 2: Student growth will be evaluated through Common Sense Planning (CSP).**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **INITIATIVES: Strategies (Steps)****Title 1 School Wide Component #1-10)** | **PERSON****RESPONSIBLE** | **TIME LINE** | **RESOURCES** | **FORMATIVE****EVALUATION** | **SUMMATIVE****EVALUATION** |
| Guaranteed and viable curriculum (essential standards) will be determined by each CSP teamCommon assessments will be developed and administered, and the Common Assessment Calendar will be followed by each CSP teamIntervention of essential standards not mastered will be provided for each studentStudent data toward mastery or growth of essential standards will be evaluated at the end of each 6 weeks | AdministratorsTeachersAdministratorsTeachersAdministratorsTeachersAdministratorsTeachers | 8/2019-5/20208/2019-5/20208/2019-5/20208/2019-5/2020 | Local, Title I,Title VLocal, Title I,Title VLocal, Title I,Title III, Title VLocal, Title I,Title V | Guaranteed Curriculum NotebookCopy of Assessments Protocol Data Team Meeting formAssessment Data | Lesson PlansCopy of Assessments Walk-Through DocumentationStudent GrowthEduphoria DataSTAAR Data  |

**Long-Range Goal #1: MISD will increase student growth on the STAAR Assessment as measured by Domain 2A scaled score from 65% to 70% by May**

**2020.**

 **Objective 3: Student growth will be evaluated through lesson planning.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **INITIATIVES: Strategies (Steps)****Title 1 School Wide Component #1-10)** | **PERSON****RESPONSIBLE** | **TIME LINE** | **RESOURCES** | **FORMATIVE****EVALUATION** | **SUMMATIVE****EVALUATION** |
| All teachers will incorporate the 4 Solution Tree questions into the daily lesson planAdministrators will check and evaluateteacher lesson plans at least 1 time per 6 weeks | AdministratorsTeachersAdministrators | 10/2019-5/20209/2019-5/2020 | Local, Title I,Title VLocal, Title I,Title V | Weekly lesson plansWeekly lesson plans | Weekly lesson plansWeekly lesson plans  |

**Long-Range Goal #2: MISD will retain at least 98.5% of the number of students enrolled from August 2019 through May 2020.**

**Objective 1: MISD will enhance student achievement, attendance, and appropriate behavior.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **INITIATIVES: Strategies (Steps)****Title 1 School Wide Component #1-10)** | **PERSON****RESPONSIBLE** | **TIME LINE** | **RESOURCES** | **FORMATIVE****EVALUATION** | **SUMMATIVE****EVALUATION** |
| Promote positive student engagement activities on social mediaDiscipline referrals will be addressed in an appropriate timeCelebrate student growth, attendance, and positive behaviorEnrichment classes will be offered at each campus PEIMS meetings will take place each 6 weeks | AdministratorAdministratorAdministratorAdministratorAdministratorPEIMSSecretaries | 8/2019-5/20198/2019-5/20208/2019-5/20208/2019-5/20208/2019-5/2020 | Title ILocal, Title I Local, Title I, Title IIILocal, Title I,Title IVLocal, Title I | Social MediaDiscipline LogsData ChartsAttendanceAttendance/RosterPEIMS Report | Social Media Discipline LogsData ChartsAttendanceAttendance/RosterPEIMS Report  |

**Long-Range Goal #2: MISD will retain at least 98.5% of the number of students enrolled from August 2019 through May 2020.**

**Objective 2: MISD will enhance Career & Technical Education 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 CounselingMISD Students will participate in CTE SurveyExpose students to career industry professionsParticipate in job fairs & conduct a reverse job fairEmbed job skill instruction into CTE classesUse stakeholder input to drive job skill instruction | H. S. CounselorsCTE CoordinatorTeachersStudentsCTE Teaching staffCTE CoordinatorCTE Teaching staffAdministratorsCTE CoordinatorAdministratorsCTE CoordinatorCTE Advisory Council | 9/19-5/20204/2020-5/20208/2019-5/20208/2019-5/20208/18-5/198/18-5/19 | CATE LocalCarl Perkins CATE LocalCarl PerkinsCATE LocalCarl PerkinsCATE LocalCarl PerkinsCTELocalCarl PerkinsCTELocalCarl Perkins | High School CounselorGoogle FormsSurveyTeacher lesson plansJob Fair registrationParticipation countStudent sign inLesson PlansCTE Advisory Data | High School CounselorGoogle FormsSurvey resultsTeacher lesson plansJob Fair registrationParticipation countStudent sign inJob skill analysisInterview feedbackSurveyInterview/Job application reviews |

**Long-Range Goal #3: MISD will recruit, support, and retain teachers measured by 95% of the staff meeting SBEC requirements or requirements of**

**District of Innovation by June 2020.**

**Objective 1: MISD will 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 developed and based on campus and individual needsTeachers will consistently collaborate in Common Sense Planning Teams to make decisions on student learning | Administrators, StaffStaff | 8/2019-5/2020Ongoing | Local, Title IESL, GT, Sp EdLocal, Title I | Teacher, CNA, Professional Development Certificates, CSP Agendas Completed CSP Documents and Student Data | Professional Development CertificatesContract renewal listEnd of year student assessments |

**Long-Range Goal #3: MISD will recruit, support, and retain teachers measured by 95% of the staff meeting SBEC requirements or**

**requirements of District of Innovation by June 2020.**

 **Objective 2: MISD will implement a productive & successful recruitment and mentoring program.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **INITIATIVES: Strategies (Steps)****Title 1 School Wide Component #1-10)** | **PERSON****RESPONSIBLE** | **TIME LINE** | **RESOURCES** | **FORMATIVE****EVALUATION** | **SUMMATIVE****EVALUATION** |
| Mentorship assigned at each campus and mentor stipend added to each mentor’s payWeekly mentoring meetings with teachers in Teacher AcademyTeachers working under the Mentoring Program will have 6 week meetings with an assigned administratorWalk-throughs, videotaping of 1st and 2nd year teachers to evaluate lesson cycleMentor/Teacher Academy trainingsMuleshoe ISD will submit a grant application to TEA for the Grow Your Own program | PrincipalSuperintendentPayroll ClerkTeachersPrincipalAdministratorAdministratorMentorMentor CoordinatorsAdministrator | Aug. 2019OngoingOngoing8/2019-5/20208/2019-5/2020Nov. 2019 | Local, Title I, Title IILocal, Title I, Title IILocal, Title I, Title II, Title VLocal, Title IVLocal, Title IVLocal, Federal | Personnel recordsSign in & agendaSign in & agendaDocumentation in EduphoriaVideoSign in & agendaApplication | PayrollNew teacher evaluationContract renewalNew teacher evaluationsEvaluationMentor documentationGrant award |

**Long Range Goal #4: MISD will maintain a safe learning environment for all students and staff measured by the Texas School Safety Council 2020 safety audit and maintain parent, student, and staff surveys above the 85th percentile.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **INITIATIVES: Strategies (Steps)****Title 1 School Wide Component #1-10)** | **PERSON****RESPONSIBLE** | **TIME LINE** | **RESOURCES** | **FORMATIVE****EVALUATION** | **SUMMATIVE****EVALUATION** |
| MISD will develop a Multihazard Emergency Operation PlanAll MISD staff will be trained in emergency proceduresMISD will meet the requirements of the State of Texas Safety Audit Appoint a District School Safety CommitteeAppoint members to a Campus Threat Assessment and Safe and Supportive School Team | Safety Coordinator, AdministratorsSchool Safety Coordinator, Administrators Safety Coordinator, AdministratorsSafety Coordinator,AdministratorsAdministrators, School Safety Coordinator | 8/2019-9/20198/2019-12/20198/202010/2019-12/20198/2019-12/2019 | LocalStateLocalStateLocalStateLocalStateLocalState | EOPSign-InAgendaAudit CertificationList of committee members, sign-in sheetList of committee members, sign-in sheet | EOPSign-InAgendaAudit CertificationList of committee members, sign-in sheetList of committee members, sign-in sheet |

**Long Range Goal #5: MISD will increase positive parent and family engagement as measured by increased participation of all events by May 2020.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **INITIATIVES: Strategies (Steps)****Title 1 School Wide Component #1-10)** | **PERSON****RESPONSIBLE** | **TIME LINE** | **RESOURCES** | **FORMATIVE****EVALUATION** | **SUMMATIVE****EVALUATION** |
| Hold a parent meeting in a neutral locationHold 2 parent/teacher conferences per yearProvide translation of English & SpanishFAFSA NightHost Literacy and Math family night at Primary schoolHigh School career counseling transition meetings for 8th graders entering high schoolGirl Power event | AdministratorAttendance CommitteeTechnology Staff AdministratorsTeachersAdministratorsPEIMS SecretaryPEIMS SecretaryNursesAdministratorAdministratorsTeachersCommittee membersAdministratorsTeachersSHAC | 8/2019-5/20208/2019-5/20209/2019-5/20208/2019-5/20208/2019-5/20208/2019-5/202010/2019-8/2020 | Title I, III, IV, V Title I, Title IIITitle I, Title IIITitle I, Title IVTitle I, Title IIITitle I, Title IVLocal | Invitation, Sign-In AgendaSign-InAgendaDocumentationAgendasAttendance recordsSign-InPhotosAgendaGraduation PlansAgenda, advertisement,invitation | Invitation, Sign-InAgendaSign-InAgenda DocumentationAgendasFinal ADASign-In PhotosAgendaGraduation PlansSign-in sheet, agenda, participant evaluation |