**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.**

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| **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 followed  Teachers will work collaboratively in Common Sense Planning meetings weekly  Create District Common Assessment Calendar  Protocol for Data team meetings will be developed and implemented | Administrators  Administrators  Teachers  Administrators  Administrators  Teachers | 8/2019-5/2020  8/2019-5/2020  8/2019  8/2019-5/2020 | Local, Title I,  Title V  Local, Title I,  Title V  Local, Title I,  Title V  Local, Title I,  Title V | CSP Handbook  CSP Agenda and Minutes  CSP Handbook  CSP Handbook  Data Protocol | CSP Handbook  CSP Meeting Documentation  CSP Agenda and Minutes  Assessment Calendar  CSP Handbook documentation  Data 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).**

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| **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 team  Common assessments will be developed and administered, and the Common Assessment Calendar will be followed by each CSP team  Intervention of essential standards not mastered will be provided for each student  Student data toward mastery or growth of essential standards will be evaluated at the end of each 6 weeks | Administrators  Teachers  Administrators  Teachers  Administrators  Teachers  Administrators  Teachers | 8/2019-5/2020  8/2019-5/2020  8/2019-5/2020  8/2019-5/2020 | Local, Title I,  Title V  Local, Title I,  Title V  Local, Title I,  Title III, Title V  Local, Title I,  Title V | Guaranteed Curriculum Notebook  Copy of Assessments  Protocol Data Team  Meeting form  Assessment Data | Lesson Plans  Copy of Assessments  Walk-Through  Documentation  Student Growth  Eduphoria Data  STAAR 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.**

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| **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 plan  Administrators will check and evaluate  teacher lesson plans at least 1 time per 6 weeks | Administrators  Teachers  Administrators | 10/2019-5/2020  9/2019-5/2020 | Local, Title I,  Title V  Local, Title I,  Title V | Weekly lesson plans  Weekly lesson plans | Weekly lesson plans  Weekly 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.**

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| **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 media  Discipline referrals will be addressed in an appropriate time  Celebrate student growth, attendance, and positive behavior  Enrichment classes will be offered at each campus  PEIMS meetings will take place each 6 weeks | Administrator  Administrator  Administrator  Administrator  Administrator  PEIMS  Secretaries | 8/2019-5/2019  8/2019-5/2020  8/2019-5/2020  8/2019-5/2020  8/2019-5/2020 | Title I  Local, Title I  Local, Title I, Title III  Local, Title I,  Title IV  Local, Title I | Social Media  Discipline Logs  Data Charts  Attendance  Attendance/Roster  PEIMS Report | Social Media  Discipline Logs  Data Charts  Attendance  Attendance/Roster  PEIMS 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.**

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| **INITIATIVES: Strategies (Steps)**  **Title 1 School Wide Component #1-10)** | **PERSON**  **RESPONSIBLE** | **TIME LINE** | **RESOURCES** | **FORMATIVE**  **EVALUATION** | **SUMMATIVE**  **EVALUATION** |
| One on One Career Counseling  MISD Students will participate in CTE Survey  Expose students to career industry professions  Participate in job fairs & conduct a reverse job fair  Embed job skill instruction into CTE classes  Use stakeholder input to drive job skill instruction | H. S. Counselors  CTE Coordinator  Teachers  Students  CTE Teaching staff  CTE Coordinator  CTE Teaching staff  Administrators  CTE Coordinator  Administrators  CTE Coordinator  CTE Advisory Council | 9/19-5/2020  4/2020-5/2020  8/2019-5/2020  8/2019-5/2020  8/18-5/19  8/18-5/19 | CATE  Local  Carl Perkins  CATE  Local  Carl Perkins  CATE  Local  Carl Perkins  CATE  Local  Carl Perkins  CTE  Local  Carl Perkins  CTE  Local  Carl Perkins | High School Counselor  Google Forms  Survey  Teacher lesson plans  Job Fair registration  Participation count  Student sign in  Lesson Plans  CTE Advisory Data | High School Counselor  Google Forms  Survey results  Teacher lesson plans  Job Fair registration  Participation count  Student sign in  Job skill analysis  Interview feedback  Survey  Interview/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.**

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| **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 needs  Teachers will consistently collaborate in Common Sense Planning Teams to make decisions on student learning | Administrators,  Staff  Staff | 8/2019-5/2020  Ongoing | Local, Title I  ESL, GT,  Sp Ed  Local, Title I | Teacher, CNA, Professional Development Certificates, CSP Agendas  Completed CSP  Documents and Student Data | Professional Development Certificates  Contract renewal list  End 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.**

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| **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 pay  Weekly mentoring meetings with teachers in Teacher Academy  Teachers working under the Mentoring Program will have 6 week meetings with an assigned administrator  Walk-throughs, videotaping of 1st and 2nd year teachers to evaluate lesson cycle  Mentor/Teacher Academy trainings  Muleshoe ISD will submit a grant application to TEA for the Grow Your Own program | Principal  Superintendent  Payroll Clerk  Teachers  Principal  Administrator  Administrator  Mentor  Mentor Coordinators  Administrator | Aug. 2019  Ongoing  Ongoing  8/2019-5/2020  8/2019-5/2020  Nov. 2019 | Local, Title I,  Title II  Local, Title I,  Title II  Local, Title I,  Title II, Title V  Local, Title IV  Local, Title IV  Local, Federal | Personnel records  Sign in & agenda  Sign in & agenda  Documentation in Eduphoria  Video  Sign in & agenda  Application | Payroll  New teacher evaluation  Contract renewal  New teacher evaluations  Evaluation  Mentor documentation  Grant 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.**

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| **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 Plan  All MISD staff will be trained in emergency procedures  MISD will meet the requirements of the State of Texas Safety Audit  Appoint a District School Safety Committee  Appoint members to a Campus Threat Assessment and Safe and Supportive School Team | Safety Coordinator, Administrators  School Safety Coordinator, Administrators  Safety Coordinator, Administrators  Safety Coordinator,  Administrators  Administrators, School Safety Coordinator | 8/2019-9/2019  8/2019-12/2019  8/2020  10/2019-12/2019  8/2019-12/2019 | Local  State  Local  State  Local  State  Local  State  Local  State | EOP  Sign-In  Agenda  Audit Certification  List of committee members, sign-in sheet  List of committee members, sign-in sheet | EOP  Sign-In  Agenda  Audit Certification  List of committee members, sign-in sheet  List 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.**

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| **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 location  Hold 2 parent/teacher conferences per year  Provide translation of English & Spanish  FAFSA Night  Host Literacy and Math family night at Primary school  High School career counseling transition meetings for 8th graders entering high school  Girl Power event | Administrator  Attendance Committee  Technology Staff Administrators  Teachers  Administrators  PEIMS Secretary  PEIMS Secretary  Nurses  Administrator  Administrators  Teachers  Committee members  Administrators  Teachers  SHAC | 8/2019-5/2020  8/2019-5/2020  9/2019-5/2020  8/2019-5/2020  8/2019-5/2020  8/2019-5/2020  10/2019-8/2020 | Title I, III, IV, V  Title I, Title III  Title I, Title III  Title I, Title IV  Title I, Title III  Title I, Title IV  Local | Invitation, Sign-In  Agenda  Sign-In  Agenda  Documentation  Agendas  Attendance records  Sign-In  Photos  Agenda  Graduation Plans  Agenda, advertisement,  invitation | Invitation, Sign-In  Agenda  Sign-In  Agenda  Documentation  Agendas  Final ADA  Sign-In  Photos  Agenda  Graduation Plans  Sign-in sheet, agenda, participant evaluation |